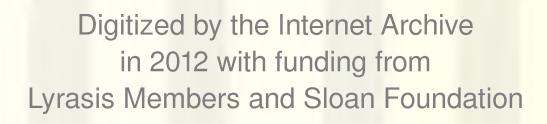
SOME SOCIAL FACTORS IN JOB PLACEMENT AND COMMUNITY LIFE OF THE HANDICAPPED, AS SEEN IN SEVERAL SETTINGS AND SERVICES IN RELATION TO LONG ISLAND INDUSTRY

FINAL REPORT OF THE THREE YEAR STUDY







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AS SEEN IN SEVERAL SETTINGS AND SERVICES IN RELATION TO LONG ISLAND INDUSTRY

A Research Project Conducted Under the Auspices
of an Interdisciplinary Staff of the
Graduate Division of Adelphi College
Under a Grant from the
Office of Vocational Rehabilitation,
United States Department of Health, Education, and Welfare

FINAL REPORT

OF THE THREE-YEAR STUDY

June 15, 1955 - June 15, 1958

ADELPHI COLLEGE Garden City Long Island, New York June 23, 1958



SOME SOCIAL FACTORS IN JOB PLACEMENT AND

COMMUNITY LIFE OF THE HANDICAPPED

E. Louise Ware, Ph.D., Sociology, Project Director Else B. Kris, M.D., M.A., Social Psychiatry, Associate Director

RESEARCH STAFF *

Joyce Cox Evans, M.A., R.N., Mursing Jack T. Huber, Ph.D., Psychology Marjorie Jonas, M.S., Social Work Richard Perlman, Ph.D., Economics and Statistics Glenda Shaffir, M.A., Sociology

CONSULTANTS

Paul Schreiber, J.D. Sophia M. Robison, Ph.D. Marvin L. Iverson, Ph.D.

ADVISORY COMMITTEE

E. Louise Ware, Ph.D., Sociology, Chairman of the Committee
Gordon Derner, Ph.D., Psychology
Leonard W. Rockower, Ph.D., Director of the Institute of Health,
Education, and Welfare
Victor Rubenstein, Ph.D., Social Work
Margaret T. Shay, M.A., R.N., Dean of the School of Nursing
Mary C. McGrillies, Ph.D., Director of the Graduate Division,
Ex officio
Francis K. Ballaine, Ph.D., Dean of the College, Ex officio
Paul Dawson Eddy, M.A., B.D., LL.D., President of the College,
Ex officio

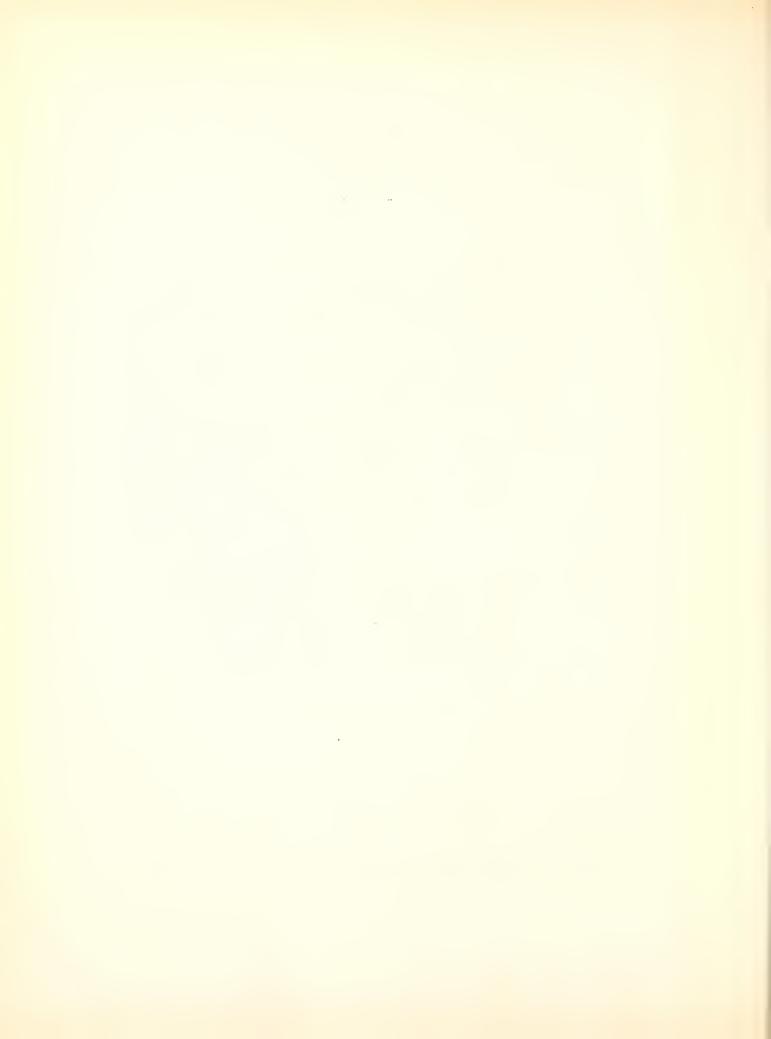
ADELPHI COLLEGE Garden City Long Island, New York June 23, 1958

*May Desind, A.M., R.N. (Nursing) and Louise Hamilton, M.S. (Social Work) were members of the research staff in the first year;
Earl K. Peckham, Ed.D. (Education), served on the Advisory Committee in the first two years;
Richard Perlman, Ph.D., served as special consultant as well as research staff member in the second year.



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FOREWORD

For some time Adelphi College has engaged in activities dealing with rehabilitation and mental health and has utilized various rehabilitation resources in the training of its student body. As an expansion of this work, an interdisciplinary team, under a grant to the College from the Office of Vocational Rehabilitation, United States Department of Health, Education, and Welfare, has planned and carried out, since June 1955, a study of some social factors in job placement and community life of the handicapped as related to Long Island industry. This sociological study is an attempt to be of help in the great movement of recognition of the handicapped and the opening up of opportunity to them.

Appreciation is expressed to all who have given their assistance to the project. Special acknowledgment is made of the assistance from both Federal and State representatives of the Office of Vocational Rehabilitation, Department of Health, Education, and Welfare, specifically: Miss Mary E. Switzer, Director; Mr. D. H. Dabelstein, Assistant Director; Dr. Salvatore G. DiMichael, Regional Representative; and in the New York State Division of Vocational Rehabilitation, The State Education Department: Mr. Karl G. Kaffenberger, Director of Vocational Rehabilitation; Mr. Adrian Levy, Assistant Commissioner for Vocational Rehabilitation; Mr. Nelson A. Voorhees, District Supervisor; Dr. Sol L. Warren, State Coordinator of Internship

: . . 1 ,

Training; Mr. William C. Spinelli, Supervisor, Nassau-Suffolk Unit.

Among the persons in the health field, acknowledgment is made to: the Nassau County Department of Health: Dr. Earle G. Brown, former Commissioner; Dr. Joseph H. Kinnaman, Commissioner; Miss Bosse B. Randle, Director of Division of Public Health Nursing; and to the Suffolk County Department of Health: Dr. Philip J. Rafle, Commissioner: Miss Marian Petraske, Director of Nurses.

The following sheltered workshops assisted greatly:

Brooklyn Bureau of Social Service and Children's Aid Society:

Mr. Lester R. German, Director, The Department for the Handicapped;

Mr. Hans Froelich, Case Work Supervisor; The Queensboro Tuberculosis and Health Association: Mr. M. J. Plishner, Executive

Director; Miss Jean Bloom, formerly Rehabilitation Consultant;

The Queens Workshop: Mr. Thomas J. Messina, Contract Works

Supervisor; Skills Unlimited, Incorporated; Mrs. Rita Zielenski,

Executive Director.

Appreciation is also expressed to the following firms in open industry: Abilities, Incorporated: Mr. Henry Viscardi, Jr., President; Dr. Harold Yuker, Research Director of Human Resources; and Mr. Maurice Janson; the Fairchild Engine Division of the Fairchild Engine and Airplane Corporation: Mr. George F. Chapline, Vice-President and General Manager; Mr. Felix Gardner, Manager, Manpower; Mr. Leo MacLecd, Manager, Safety; Servomechanisms, Incorporated: Mr. Victor T. Carbone, Works Manager.



Grateful acknowledgment is made also to the members of the New Hope Guild who assisted in one of the neighborhood studies.

A word of thanks is also expressed to the Adelphi
College staff members in the School of Nursing, the School
of Social Work, the Service Bureau, the Treasurer's Office,
and the Library; to the Development-Public Relations Office;
to Professor Albert S. Kelley, Chairman of the Art Department;
to Mr. Russell F. Housman, Instructor in Art; to all the
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the President of the College; to Mrs. Helen Probst, Director
of Office Services, Development-Public Relations Office;
to Mrs. Sophie Gaines, formerly graduate student assistant;
to Mrs. Helen George, formerly Statistical Secretary;
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to Mrs. Madeline Conway, Project Office Secretary, and
to Mrs. Mary E. Strohmeyer, who were especially helpful.



PART ONE

THE NATURE AND SCOPE

OF THE PROJECT

METHODS AND PROCEDURES



PART ONE

CHAPTER I

NATURE AND SCOPE OF THE PROJECT

Nature of the Study

In recent years, the public has more and more come to take stock of the needs of the handicapped in our society. The older folkways of rejection of the crippled and accompanying frustration of all concerned are gradually giving way to a new and positive attitude in understanding and meeting of the needs of the persons with physical or emotional impairment in gaining their rightful place in community life.

In the past few years great strides have been made with respect to the rehabilitation of the handicapped. A further encouragement to this development occurred in recent legislation calling for the expansion of programs to assist in this field.

Definition of Handicapped

The handicapped are defined as persons who have a physical or emotional disability.

Congenital or acquired kinds of handicapping conditions included in the study are: amputation, arterio-sclerosis, arthritis, Buerger's Disease, cardiac, cerebral palsy, circulatory disease, congenital deformities, diabetes, deafness, deformed limb (not congenital), dwarfism, Erb's Paralysis, epilepsy, hernia, Hodgkin's Disease, joint disease, muscular dystrophy, multiple-sclerosis, nervous and mental condition, osteomyelitis, over-age, paralysis, paraplegia, Parkinson's Disease, post-poliomyelitis, rheumatoid arthritis, speech defect, tuberculosis arrested, ulcer, visual impairment, post-adrenalectomy, post-pneumonectomy, tracheotomy, ankylosis.

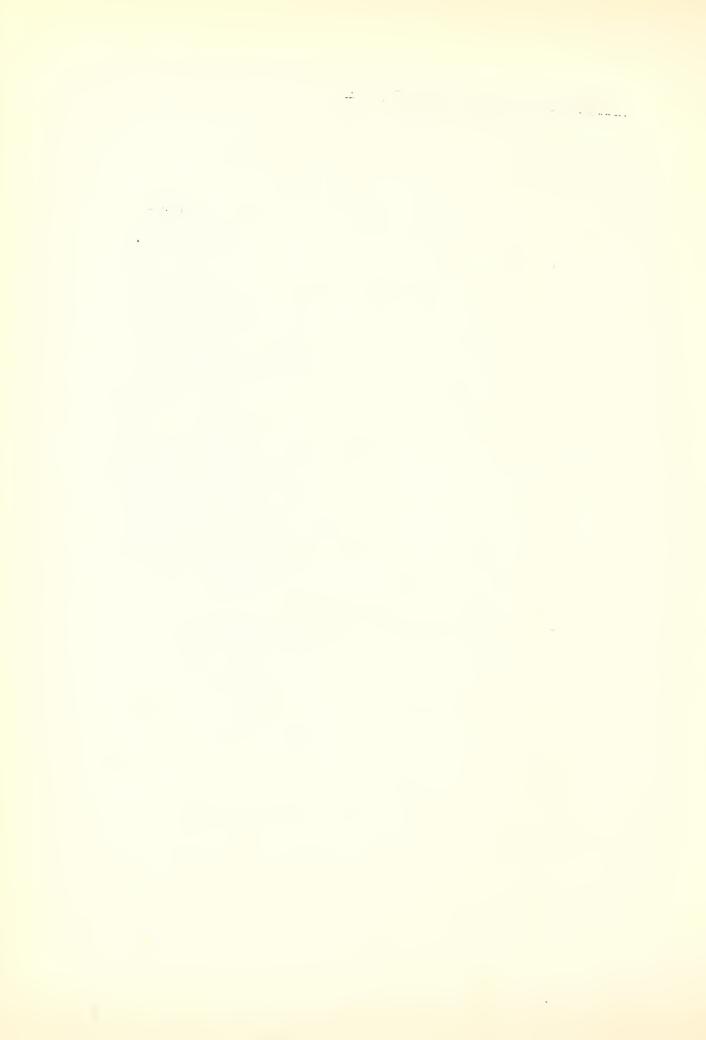


Present Conception of Rehabilitation

At the present time there exists a continuum in the rehabilitation of the persons who have impairment -- a continuum which consists of medical evaluation, treatment, and training or retraining; experiences in sheltered workshops; work in special shops; and work in open competitive industry. For all those whose disability permits, it is commonly agreed that open industry is the ultimate goal. It is well-known, however, that many persons have physical and related disabilities so extensive that they cannot meet the conditions in open industry. They can, however, be of useful service in a rehabilitation center or workshop. Each of the parts of the continuum plays an important role in helping the worker toward his objective of gainful employment in open industry or in enabling him to make the most of his abilities in whatever the vocational setting may be.

Rehabilitation Research at Adelphi College

Adelphi College has for some time been engaged in activities dealing with rehabilitation and mental health and has utilized various rehabilitation resources in the training of its student body. An expansion of this work was planned and operations were set under way to undertake research regarding the further needs of the handicapped and means of assisting them.



Basic Assumptions Regarding the Handicapped

In approaching a study of this sort, there are certain basic assumptions which are inherent in any consideration of the handicapped. These are:

- 1. The handicapped person is primarily a person, and secondarily a person with a handicap. The fact of his impairment should in no way obscure this cardinal principle.
- 2. It is believed that all people in our society have a right to a place of dignity.
- 3. The handicapped person, as one of these persons has an entitlement to productive work, to the training necessary to the doing of this work and to a work setting which affords him a certain contentment in his job life.
- 4. Work conditions and situations influence the other areas of social living.
- 5. The factor of handicap makes a differential in the life experiences and needs to be accepted and recognized by the individual who has some impairment.
- 6. Within the limits of his handicap each person has his own potential level of achievement.
- 7. It is possible for all handicapped persons to enjoy the benefits of a productive life, the extent of productivity depending upon the degree of handicap, cultural and social factors, and opportunities for job placement and community life.

Aims of the Study

The aims of the study were:

1. To shed further light upon the status of handicapped persons presently under active employment in selected firms in open competitive industry with respect to (a) medical history, training, kinds of jobs, work conditions, skills used and potential skills, opportunities for learning; (b) any changes in the



- status and way of life of these persons as a result of this vocational placement and opportunity.
- 2.To consider the social factors in various settings and services in the continuum of the process in vocational rehabilitation from the standpoint of (a) the training afforded; (b) the nature of the placement: whether it is one with expectation and realization of future placement in open industry or other work, or a terminal experience.
- 3.To study the cases of certain handicapped in various settings to determine their present status and, if they are unemployed, consider reasons for their non-employment, such as unemployability because of a given handicap, attitudes, to consider further needs for training and counseling.
- 4.To ascertain the points of view, policies and practices of industrial firms on Eastern Long Island with respect to the hiring of the handicapped workers.
- 5.To be of possible assistance to the employer in the initial selection of the handicapped employee and in the use of his skills.

6. To be of help in developing guides for training.

In the broad outcome it was believed that: (1) the study might reveal some new techniques in the approach to the handi-capped worker and to the training for his vocation; (2) the findings could be utilized in broad plans for vocational rehabilitation training; (3) the design could be used by any research group in any part of the country; (4) the results might help the handicapped to new enjoyments.

Sociological Frame of Reference

In setting up the research design, it was arranged that data to be obtained would be clustered into a sociological frame of reference. This will be explained in Chapter III-Sociological Framework of the Study.



CHAPTER II

METHODS AND PROCEDURES

METHODS

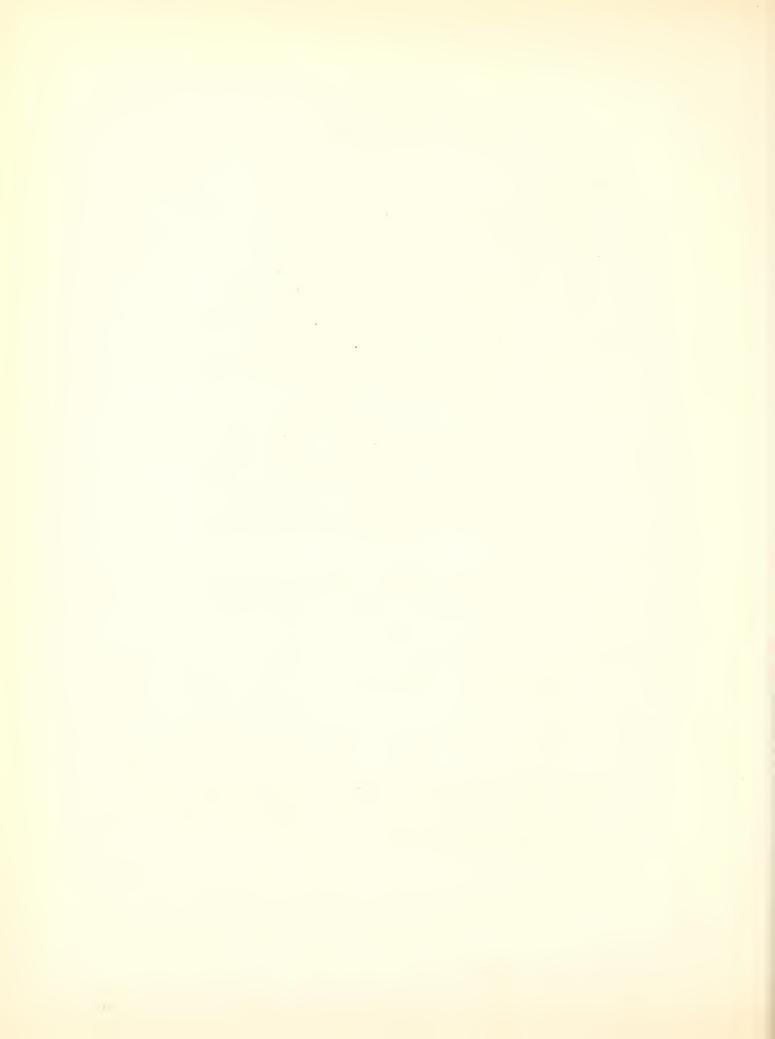
Emphasis in method was placed upon the team approach.

Two interdisciplinary committees were set up:

- 1. An interdisciplinary advisory committee of the Project comprised of one faculty representative each from Education, Nursing, Psychology, Social Work and Sociology. This committee has helped to shape the policies and review all activities. The committee has met regularly throughout the three years.
- 2. An interdisciplinary research staff committee comprised of members representing Economics, Education, Nursing, Psychology, Social Work and Sociology. This research staff has been responsible for structuring the procedures and for putting them into operation.

From the viewpoint of their respective disciplines the research staff members have made specific contributions at given times; for example, the member from the Department of Economics assumed responsibility for obtaining general

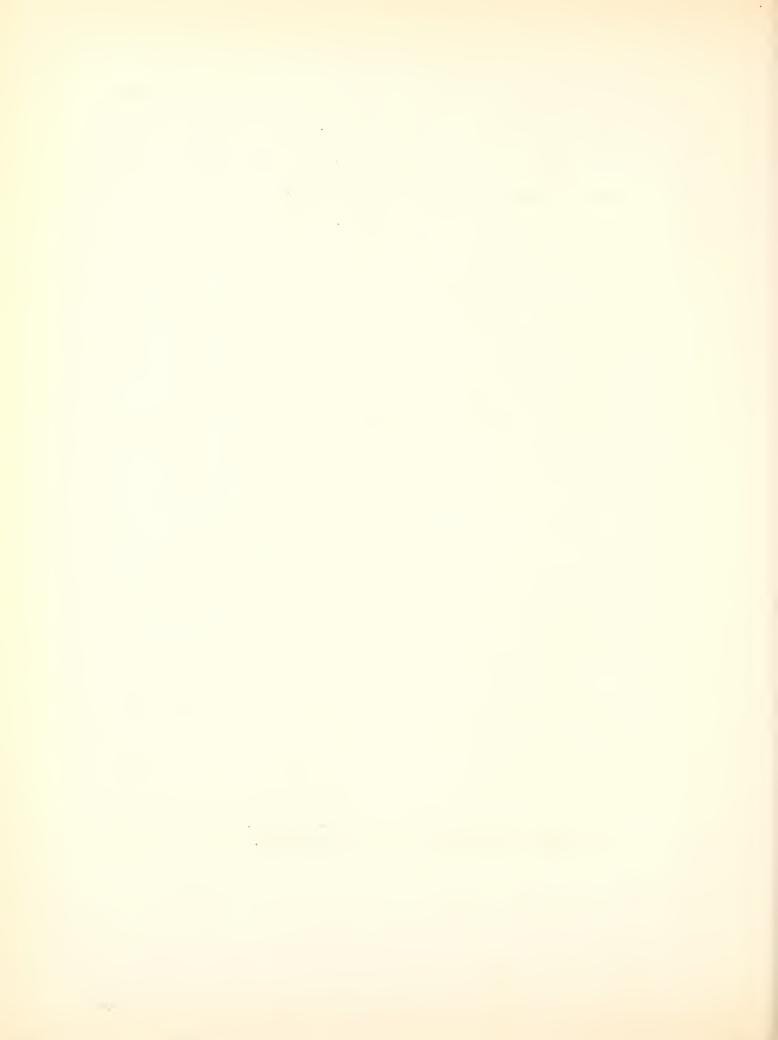
Some graduate students in sociology and psychology conducted a few of the home interviews. In connection with their courses, undergraduate students volunteered their services and assisted in the neighborhood studies.



data regarding the industrial plants and other general economic facts, and in the third year of the project interviewed personnel at the firms selected for special study; a staff member of The School of Nursing conducted some of the interviews and took responsibility for obtaining data about the medical facilities of the workshops and plants; the staff member from the Department of Psychology was helpful in setting up the coding system to be used, etc.; a member of the psychology staff administered psychological tests to some of the handicapped interviewees; the sociology staff member set up the sociological framework and sociological analysis and conducted interviews; the contributions of the staff member from The School of Social Work included not only interviewing but general assistance with information of a medical social nature, etc. The interrelationship of the several professional fields was implemented through staff discussions and use of the tape recorder. Periodically, the research staff members and the Advisory Committee, respectively, reviewed the progress.

For purposes of orientation and interpretation, the staff members attended conferences and participated in meetings held on the subject of rehabilitation. 1.

^{1.} They also visited a number of workshops.



Selection of the Settings and Services

In the first year, the two plants selected on the basis of their expressed interest were Abilities, Incorporated, then at Hempstead, Long Island, New York; and Fairchild Engine Division of the Fairchild Engine and Airplane Corporation, Deer Park, Long Island, New York.

In the unfolding of the first year's study it became apparent that there is a continuum in the process of rehabilitation: medical treatment, training or retraining, work in rehabilitation centers, work in sheltered workshops, work in special settings and work in open competitive industry.

In the second year, in order to consider the place of each of these parts in the process, several settings and services were added to the first two already selected. These were:

Brooklyn Bureau of Social Service and Children's Aid Society (In-Plant and Homebound Services); Division of Vocational Rehabilitation, The Department of Education, State of New York, Nassau-Suffolk Unit; Nassau County Department of Health, Nursing Division; Queensboro Tuberculosis and Health Association; Servomechanisms, Incorporated; Skills Unlimited, Incorporated Suffolk County Department of Health, Nursing Service.

¹ Each setting will be given in a later chapter.



Selection of Handicapped Population

In the first two years the selection of settings and services was made as follows:

Abilities, Incorporated: The population sample comprised the total work force then employed at the plant, August, 1955; also the total number of persons then on the applicant list, and the total number then on the previously employed list of the company.

Brooklyn Bureau of Social Service and Children's

Aid Society: The sample comprised all workers

then in the plant, Fall, 1956, and a random sample

of homebound employees.

<u>Unit:</u> The selection of the sample was made by the staff of the agency in cooperation with the research staff members.

Fairchild Engine Division of the Fairchild Engine
and Airplane Corporation: The population comprised
of office personnel was selected by the firm,
Fall, 1955.

Nassau County Department of Health, Nursing Division; and the <u>Suffolk County Department of Health</u>, Nursing Division: The selection was made by the agencies, Fall, 1956.

Queensboro Tuberculosis and Health Association:

Queens Workshop: All workers then at the shop, Fall

1956, were interviewed.

Servomechanisms, Incorporated: All handicapped personnel on duty, Fall, 1956, were interviewed. The non-handicapped workers who were interviewed were selected by random sampling.

Skills Unlimited, Incorporated: All workers then at the shop, Fall, 1956, were interviewed.

In the third year a sample was selected at random from the population previously interviewed at each of the settings and services of the first two years.

The project plan was explained to all potential interviewees and their cooperation was obtained.



Selection of Industrial Firms

From the Long Island Association's 1956 Directory of Commerce and Industry the names of all manufacturing firms employing 10 or more workers were obtained. To 483 of these firms questionnaires were mailed. In addition, personal interviews were conducted with executive personnel at 46 other firms.

Procedures 1

The procedures used in each of the three years will be described in the chapters dealing with the approaches of the particular year.

The IBM process was used in collating the data of the first two years.

Selection of Industrial Physics

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PART TWO

SCCIOLOGICAL FRAMEWORK OF THE STUDY

THE HANDICAPPED WORKER IN INDUSTRY

PART TWO

CHAPTER III

SOCIOLOGICAL FRAMEWORK OF THE STUDY

The sociological framework for the present study is based upon the current conceptions of cultural values of a large body of people in American society.

Often cited as secular values in the patterns of the general social grouping here represented are: conceptions of the responsibility for self-support; respectability; maintenance of one's own abode; pride in good personal appearance; cleanliness; striving for one's goals; ambition for one's children; and planning for a brighter future.

The folk of the study for the most part represent the values of this large aggregate of people in our culture.

These handicapped persons have generously consented to supply the information in order to help other handicapped people retain, promote and strengthen the values which

Religious affiliations, while presenting a common basis in the human and the sublime, vary with the particular affiliation and religious ways of life of the individual concerned; for this particular research study of vocational and social life of the handicapped the study focuses upon the secular values mentioned above.



they, themselves, though confronted with disability, are trying to maintain.

It is the assumption that the life of an individual is made up of many parts blended together and interacting to make the whole man in relation to his milieu. Among these special parts are his life history; the remembered people of his past; the places where he has lived and has taken root, or, as the case may be, resided as a stranger; the status ascribed to him by others and his perception of that status as regards his conception of himself; his feeling of economic competence; his ability to relate to others; and, in the case of the handicapped, the disability which he has sustained.

With respect to employment potential, assessment of
the life situation of the handicapped persons interviewed
has been made by means of a system of sociological variables
and subvariables. The following paragraphs indicate the
kinds of variables with some of the rationale involved in
selecting them:

Family Constellation

In this category, the spectrum of family life and relationships is taken into account. The family cultural heritage of the person is considered - the bearing of that heritage on the one hand upon his sense of self-worth and



status; or, on the other hand, upon his possible devaluation.

The cohesiveness of the family group during the person's childhood and his motivation, which may have been encouraged by
parents who value him, is believed to be of great significance.

The meaning of present family relationships in providing experiences of a sustaining nature, or, of the opposite, is of
unmistakable importance. In connection with these life
experiences, it is postulated that the more supportive and
accepting the family group, the more the psychic energies
of the person are released for productive work, enjoyable
home life, and general socialization.

The social role which the handicapped member played in the family is taken into account. Consideration is given to any reversals in role and status that may have occurred as a result of the injury or disease and the ensuing disability. Ecological Factors

In this category, attention is given to the possible bearing of rootedness upon the feelings of the individual and the possible relationship of rootedness or non-rootedness to initiative which he might show. It might be assumed that having lived a considerable portion of one's life in a place, the deep roots might give rise to feelings of belonging, and out of that sense of belonging the individual might feel sustained in reaching out toward new experiences such as



a job. If in connection with this residential tenure, family relations were also comfortable and capable of accommodating to the superimposed handicap of this family member, it might be predicated that a handicapped person might feel safe in going out to work, if his return to familiar streets and a welcoming family at night would be a surety.

This might be one implication of rootedness for a handicapped individual. Yet, there is another side which must be explored too. That very rootedness might serve as a deterrent to initiative, especially this might be possible for some disabled individual who is dreading contact with a new and untried environment. Then too, the removal from one section of the country to another, a removal from rural to urban residence, or removal from an old-world community to a new one - these possible shifts have meant acculturation in feelings and adjustments. These residential changes must be considered in relation to the problems of adjustment which the individual may be facing in the seeking of work.

In the end, it is the meaning which the handicapped individual attaches to his rootedness or non-rootedness - his perception of the significance of his environment - that will help to evaluate his initiative for work in new surroundings.



Social Stratification

The desire to "be somebody" is believed to be one of the fundamental needs of human beings in our society. Status and the sense of self-worth are inextricably bound up together. Values placed by the individual on the opinions of other people, the striving for recognition and prestige, the drive for education, the desire for home ownership and possession of a car - all these have implications when consideration is being given to the expression of drive and aspiration. Assuming that the man with a disabling condition may have had ingrained in him by his family much the same kind of social values as anyone else, the degree of drive which he may show may be related to the feelings and demands that he may have for status. In his disablement if he does not feel that his social role will be threatened by his handicap, he may not feel devaluation if he does not work, but he may derive feelings of status from other substitute experiences; hence his drive for gainful work may be limited.

The other side of the coin is that he may feel so devalued by his handicapping condition that discouragement is holding him back from making the effort to obtain new status from gainful work.



Group Factors

Reaching out for relationships with others outside the family is a cultural value early learned in life and more or less taken for granted by the average adult.

The family group as a sustaining force has been taken into account; likewise the detracting aspects of a rejecting family circle, with possible consequences in discouragement and in limitation or loss of ambition, have been discussed.

The person who is disabled, particularly if severely disabled, has often a problem in making group affiliations outside the home - not that he cannot make such interpersonal connections - but the problems of locomotion, transportation, fatigue in traveling distances, these tend to keep him somewhat restricted in his social environment. He often has some tendency to rely upon the family and nearby neighbors for his group participation. It is again hypothesized that warm and accepting attachments at home will give rise to identification with others on the job. In the end, it is the use which he is able to make of his home situation that determines the degree of group identification which he might have in a place of business or in a wider community.

Socio-economic Factors

Much has been said regarding the values which people place upon money. Beyond the fact of needful survival and for enough money to pay the bills, there are all the differentials in planes



and standards of living which have a bearing upon this point:
the need for conformity with suburban neighbors; the outreach
for recreation and other interests and enjoyments; the wish
to have children; and the need for holding the family together;
the savings for a rainy day, vacation, for the future - all
these values are taken into account in answering the questions:
"What does money mean to this disabled person;" "What is his
motivation for working to earn?"

In considering factors of drive and aspiration, these matters of social experience and stress and of goals are to be taken into account in answering the question as to whether the person is likely to feel the need for gainful employment.

Psychic Factors

One of the cardinal principles generally recognized in our society is the need for a dignified selfhood.

Beyond the survival need is the life course of playing an acceptable set of social roles with family, employer, and the community at large. The conception which one has of one's self, the direction which one gives to the fulfilling of the needs of that self, the motivation necessary for self realization - all these feelings are at the base of one's social activities and operations.



It is hypothesized that a person with ego strength is able to handle with confidence new situations, including strange and untried work settings; whereas the person with low self-esteem and weak personal strength may find difficulty in reaching out to an environment which he feels is alien to him.

Summary

All these aspects of the particular person are considered in relation to the primary focus of the study: social factors in the job placement and community life of the handicapped.



CHAPTER IV

THE HANDICAPPED WORKER IN INDUSTRY

In earlier days, most persons with physical handicaps found it difficult and sometimes impossible to find employment in industry. Even with special skills and with demonstrated ability in the use of the particular machines involved, there was still some problem in convincing the employer that he could engage this workman profitably.

The point of view of employers fell into two main categories:

- 1. The fear that the handicapped person might get hurt; and fear that the handicapped might be likely to suffer a second injury for which the company might be held liable.
- 2. The misgiving that the handicapped employee would not be sufficiently productive.

Here and there, however, an employer yielded to his own impulses or to the pleas of some vocational counselor and put the impaired worker to work at the bench or in the offices. In World War II, there was such need for workers that handicapped workers who had the required skills were increasingly in demand. Thus inroads were made in the seemingly impenetrable barriers to job placement for the handicapped.



Since World War II, however, the matter has more and more been taking a different turn. The new impetus came partly from the fact that the war gave practical experience in employing handicapped people, partly because the public urged a job for the disabled veteran, partly from the efforts of the devoted leaders in the various societies for the handicapped, and last but not least because of increased confidence and motivation of the handicapped themselves in seeking jobs.

Rehabilitation today encourages the employment of the worker in open competitive industry, and new avenues are constantly being opened up to him.

Granted that he has sufficient mastery of his handicap and the required skills, it has been demonstrated that the quantity of production equals that of any worker. It has been found, too, that a quality job can be done.

One of the most comprehensive of these studies was the following:

The Performance of Physically Impaired Workers In Manufacturing Industries, A Report Prepared by the Bureau of Labor Statistics for the Veterans Administration, Rehabilitation Service Series Number 70, September 7, 1948.



Attendance

As far as attendance goes, studies have been made showing that contrary to popular belief the attendance record of the handicapped is not very different from the record of the non-handicapped.

Accidents

Regarding accidents, at least one major study has presented the point of view of many employers that the handicapped person is no more likely to incur injury to himself or others than the non-handicapped; and that, indeed, he may be more safety conscious.³

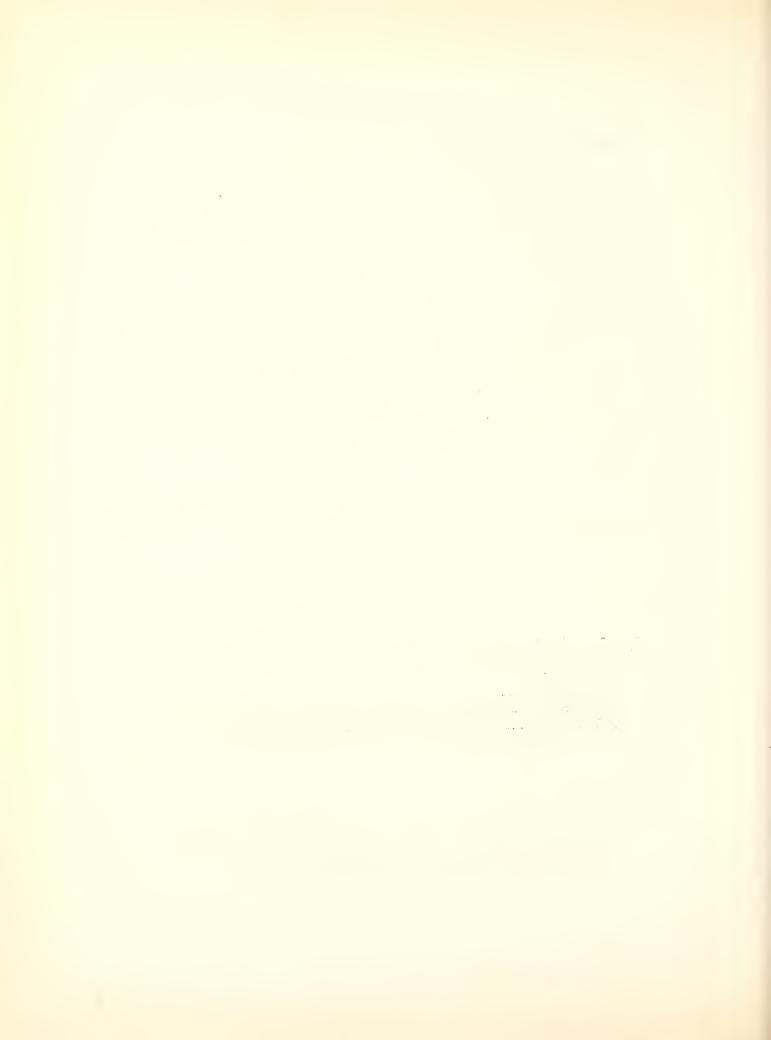
It has been estimated that there will be an increase in the number of handicapped in the next few decades. They attribute

One of the most comprehensive of these studies was the following:

The Performance of Physically Impaired Workers In Manufacturing Industries, A Report Prepared by the Bureau of Labor Statistics for the Veterans Administration, Rehabilitation Service Series Number 70, September 7, 1948.

² Ibid.

Materials from the exhibit of the manufacturers shown at the Annual Meeting of the National Society for Crippled Children and Adults, 1955, Chicago; and other materials from numerous companies throughout the country.



the increase partly to the rise in number of hazardous occupations and partly to the rise in number of older persons with handicapping conditions in our society.

Firms differ in their practices regarding the impaired worker. Some companies in the United States have formulated a policy of employing the handicapped. Some firms will employ only those who can readily be put to work at a given machine or a given operation. Some make a practice of trying out the employee at a job he seems best suited to do. Other firms tailor the job to the type of handicap that the worker has to cope with.

The possibility of up-grading of the job varies with the company. Some make promotion possible and arrange an in-service training program toward that end. Other firms have not yet put into effect a policy of up-grading.

Along with other workers, the handicapped worker has the various fringe benefits (such as insurance, credit facilities, medical services) which are made available to all -- the kind and extent varying with the particular firm.

To quicken their activities and deepen their knowledge of what is involved, some companies have sent their personnel directors and other staff members to take orientation courses in rehabilitation centers and workshops.



The National Association of Manufacturers has gone on record with a policy of encouraging the employment of handicapped.

Labor organizations also have expressed that they are in favor of job opportunities for handicapped workers.

Organized labor has expressed itself as favorable to the hiring of the handicapped, and has formulated policies.

The Association has made known its policies through various pamphlets.

² The American Federation of Labor and Congress of Industrial Organizations has set forth its principle in pamphlet form.



PART THREE

OVERALL SUMMARY OF FINDINGS

THE FIRST YEAR'S STUDY

THE SECOND YEAR'S STUDY

THE THIRD YEAR'S STUDY

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CHAPTER V

OVERALL SUMMARY OF FINDINGS

In this chapter, the totals are given for social variables noted in the first two years of the Study.

The fifty persons of the third year's study were part of the population of the first two years.

Differential items regarding them are included in the chapter on the third year's study.



Diagnostic and Disability Grouping

Table #1

Nature of Primary Disability of Interviewees

Nature of	መረመ ለ	т	1 a+	Voem	254	Voom
Primary Disability	TOTA	Li .	150	Year	Zna	Year
TOTAL	661	•	221	ţ	437	,
Orthopedic & Neuro-		· . · · · · · · · · · · · · · · · · · · ·				
muscular condition	292		135		157	
Amputation		47		26		21
Deformity		18		5		13
Paraplegia		29		13		16
Paralysis		56		21		35
Polio (post)		80		44		36
Arthritis		27		11		16
Cerebral Palsy		35		15		20
	- 10				- 12	
Cardiac Condition	49		9		40	
Nervous & Mental	1 -		2		20	
Condition	加		3 6		38	
Epilepsy	20				14	
Sense Organs	83	2/	29		54	0 =
Deafness		36		11		25
Speech		6		3		3 26
Visual		41	0	15	<u>د</u> 0	26
Tuberculosis1	66		8		58	
Other	106		31		75	
Data Not Available	4		3	- 	1	

Over one-third of the Primary Disability encountered was of an orthopedic or neuromuscular nature. Of these, 27% showed postpoliomyelitis affect. The next largest grouping (about 10%) was the disability of Tuberculosis. 49 (7%) reported cardiac impairment as primary disability.

Most of the persons in the category of tuberculosis were in an arrested condition; a few, however, had an active condition.



Table #2

Physical Aids Used by Interviewees

Physical Aids		TOTAL	lst	Year	2nd	Year
TOTAL		661	2	:24	1	437
None	284		49		235	
Without wheelchairs	228		75		153	
Artificial limb		27		14		13
Braces		26		5		21
Crutches		29		9		20
Cane		31		11		20
Other aid		115		36		79
With wheelchair	49		17		32	
Data Not Available	100		83		17	

It is seen that a little more than two-fifths of those reporting the item said they use no physical aids.



Table #3
When Handicap Sustained

When Handicap Sustained	TOTAL	lst Year	2nd Year
TOTAL	661	224	437
Congenital Less than 2 yrs. 2 to less than 5 yrs. 5 to less than 10 yrs. 10 years or more Not classifiable Data not available	77 79 101 86 239 31 48	30 7 28 23 92 11 33	47 72 73 63 147 20 15

It is noted that a large number, 239 reported they had sustained the handicap ten or more years ago. (This figure is exclusive of those coded as unclassifiable and data not available.



Table #4

Circumstances Under Which
Handicap Acquired

Circumstances Under Which Handicap

Acquired	TOTAL	lst Year	2nd Year
TOTAL	661	224	437
Disease Congenital Accident Service-connected Other Unknown Data not Available	236 77 72 40 126 59 51	81 30 32 20 25 10 26	155 47 40 20 101 49 25

A large number, 236 (36% of the 661), said they had sustained the handicap through disease. (This figure is exclusive of those coded as other, unknown and data not available).



Family Constellation Factors

Table #5

Age of Interviewees

N-661

Age	TOTAL	lst Year	2nd Year
TOTAL	661	224	437
Under 21 21 - 25 26 - 35 36 - 45 46 - 55 56 - 65 over 65 Data Not	45 69 157 137 123 96 33 Available 1	3 27 71 50 41 28 4	42 42 86 87 82 68 29

The two largest groups were reported between 26 - 45 (a total of 294 or 44% of the 661). The number at the opposite extremes is small by comparison; under 21 there are only 45 interviewees and over 65 years only 33. Nearly two-fifths (38%) reported in the age group over 45 years of age.



Table #6

Sex and Marital Status of Interviewees

Sex and Marital Status	TOTAL	lst Year	2nd Year
TOTAL	661	224	437
Male Single Married Separated Divorced Widowed Other	460 159 275 6 9 10	176 61 108 3 1 2	284 98 167 3 8
Female Single Married Separated Divorced Widowed Other	201 85 63 10 14 28 1	48 18 14 3 6 6 1	153 67 49 7 8 22

There were 460 men and 201 women in the study. About two-thirds of the males (300 of the 460 males) are or have been married; and nearly three-fifths (115 of the 201) females are or have been married - hence the majority of both males and females have been married.

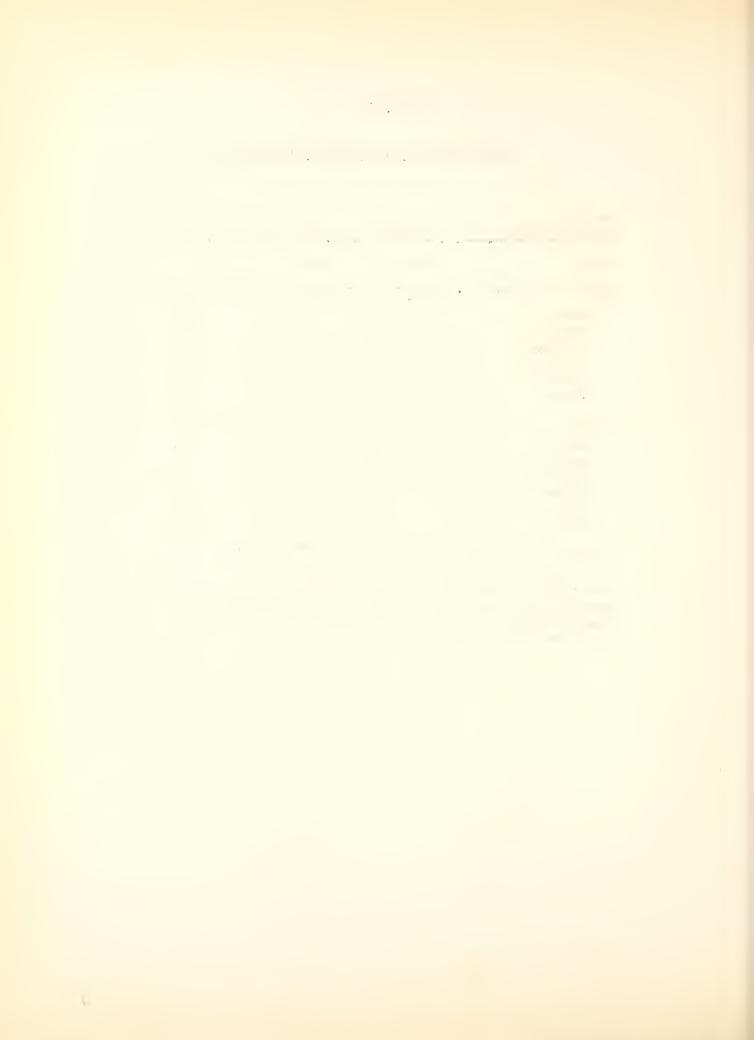


Table #7
Birthplace of Interviewees

Birthplace of Interviewee	TOTAL	lst Year	2nd Year
TOTAL	661	224	437
United States Suffolk Nassau New York City Elsewhere	30 47 354 11 6	8 13 129 43	22 34 225 73
Other Country	109	27	82
Data unclassifiable or not available	5	4	1

A majority of the interviewees reported birthplace in the United States; and more than half of them stated that their birthplace was in New York City.

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Table #8

Birthplace of Parents of Interviewees

Birthplace of Parents	TOTAL	lst Year	2nd Year
Total	661	224	437
Both native	279	109	170
Both foreign	291	80	211
Mixed	68	23	45
Data Not Available	23	12	11

In contrast to the predominant United States nativity of the interviewees, the foreign background of both parents was quite high (291 foreign born compared with 279 both United States-born).



Table #9

Persons in Household Other Than Interviewee

Persons in Household Other Than Interviewee	TOTAL	lst Year	2nd Year
Total	661	224	437
None 1 person 2 persons 3 persons 4 persons 5 persons 6 persons 7 persons 8 or more persons Data not available	58 152 166 138 70 47 10 9	16 .54 58 52 17 15 3 2	42 98 108 86 53 32 7 7 2

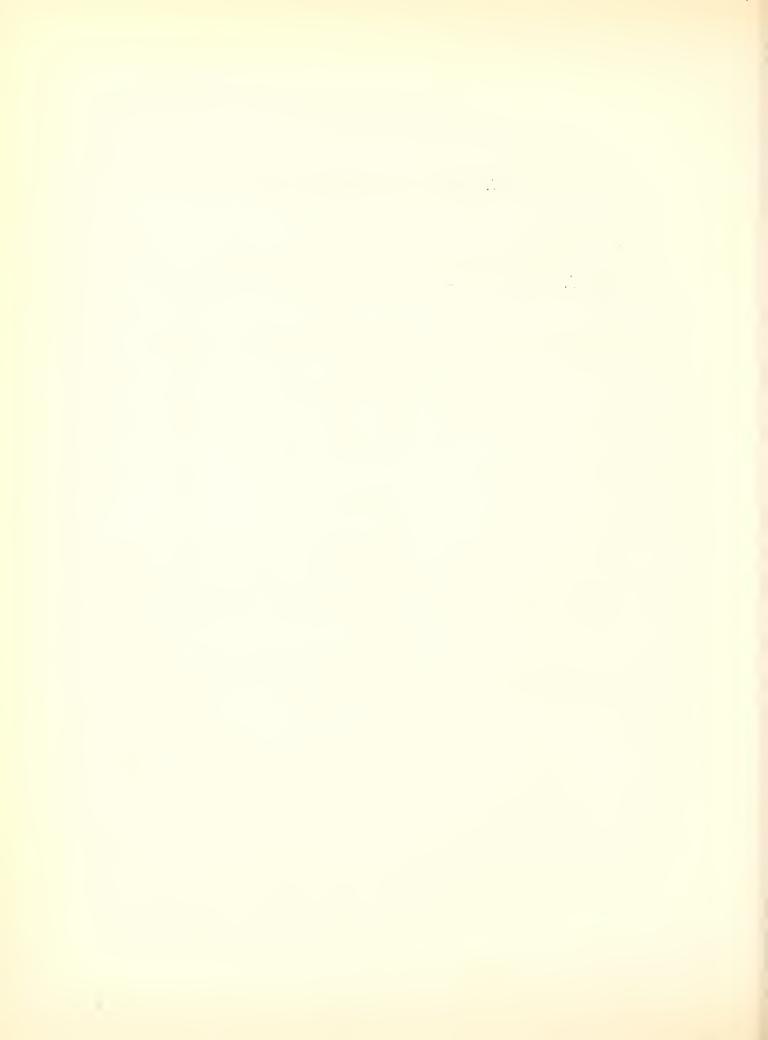
⁵⁸ persons said that they lived alone. 46% of the persons interviewed reported households of two or three persons besides themselves, nearly a fifth live in households with 4 or 5 others. A few indicated that they have family groups of six or more persons besides themselves.



Table #10
Handicapped Persons in Household

Handicapped Persons in Household	TOTAL	lst Yea r	2nd Yea r
TOTAL	661	224	437
None	473	110	363
Spouse	37	11	26
Parent	25	3	22
Children	7	1	6
Other Persons	24	6	18
Data Not Available	95	93	2

Of those reporting this item, 473 of the 661 stated that there was no other handicapped person in the household. Most of those who replied in the affirmative, indicated that they had a handicapped spouse or parent; a few, however, (7) reported handicapped children.



Ecological Factors

Table #11

Home Ownership or Tenancy of Interviewees

Home Cwnership or Tenancy	TOTAL	lst Year	2nd Year	
TOTAL	661	224	437	
Own House	211	76	135	
Rented House	35	28	7	
Rented Apartment	120	35	85	
Parents Home	110	37	73	
Elsewhere	170	37	133	
Data Not Available	15	11	71	

Nearly one-third of the 661 interviewees stated that they are home owners while nearly a fifth said they lived in rented apartments. 17% (110) said they lived in the parental home.

Table #12
County of Residence of Interviewees

County of Residence	TOTAL	lst Year	2nd Year
TOTAL	661	224	437
Suffolk Nassau Queens Kings Manhattan Bronx	106 296 103 137 6 6	16 120 52 25 2	90 176 51 112 4 2
Other	2	••	2
Data Not Available	5	5	•

Three-fifths of the interviewees reported that they reside in Nassau and Suffolk counties. The next largest number stated that they reside in Queens and Kings Counties.



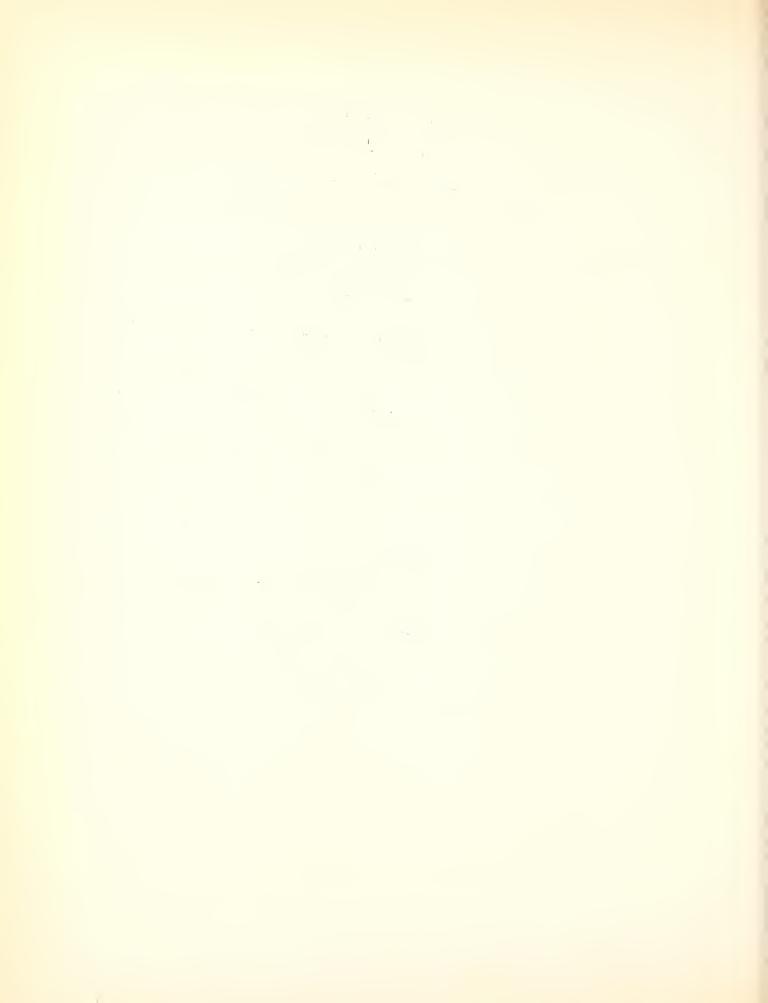
Social Stratification

Table #13

Extent of Formal Education of Interviewees

Formal Education	T	OTAL	lst	Year	2nd	Year
TOTAL	6	661	2	24	71	37
None	17			***************************************	17	
Elementary some completed	178	80 98	52	36 16	126	կկ 82
High School some completed	302	166 136	110	56 54	192	110 82
College some completed	88	66 22	38	3 0 8	50	36 14
Other	49				49	
Data Not Available	27		24		3	

302 interviewees stated that they had some; or a completed, high school education. In addition, 88 indicated a partial or completed college course.



Group Factors

Table #14

Number of Friends

Number of Friends	TOTAL	lst Year	2nd Year
TOTAL	661	224	437
None	166	24	142
Very few (1-3)	136	19	117
Few (4-8)	167	7 2	95
Many (8+)	143	75	68
Data Not Available	49	34	15

¹⁶⁶ of the 661 interviewees said they have no friends. 167 said they have four to eight friends, and 143 said they have more than eight.



Socio-Economic Factors

Table #15

Employment Status of Interviewee

Employment Status	TOTAL	lst Year	2nd Year
TOTAL	661	224	437
Unemployed	210	30	180
Employed	447	191	256
Data Not Available	4	3	1

Of the 661 interviewees, 447, or a little more than two-thirds of the interviewees reported that they are employed. There were 210 unemployed (data not available, 4).



Table #16

Job Skills Prior to Handicap

Job Skills Prior to Handicap	TOTAL	lst Year	2nd Year
TOTAL	661.	224	437
None	218	70	148
Labor Unskilled Semi-skilled Skilled	1կ2 22 32 88	29 - 6 23	113 22 26 65
Service & Domestic Sales Office & Clerical Managerial Professional or Semi-	40 15 77 31	7 4 21 8	33 11 56 23
Professional Other Data Not Available	24 32 82	8 - 77	16 32 5

Of those reporting, 218 said they had no skills prior to sustaining the handicap. Of the remainder reporting, 77 stated that they had clerical skills; and 31 said they had managerial skills prior to the handicap.

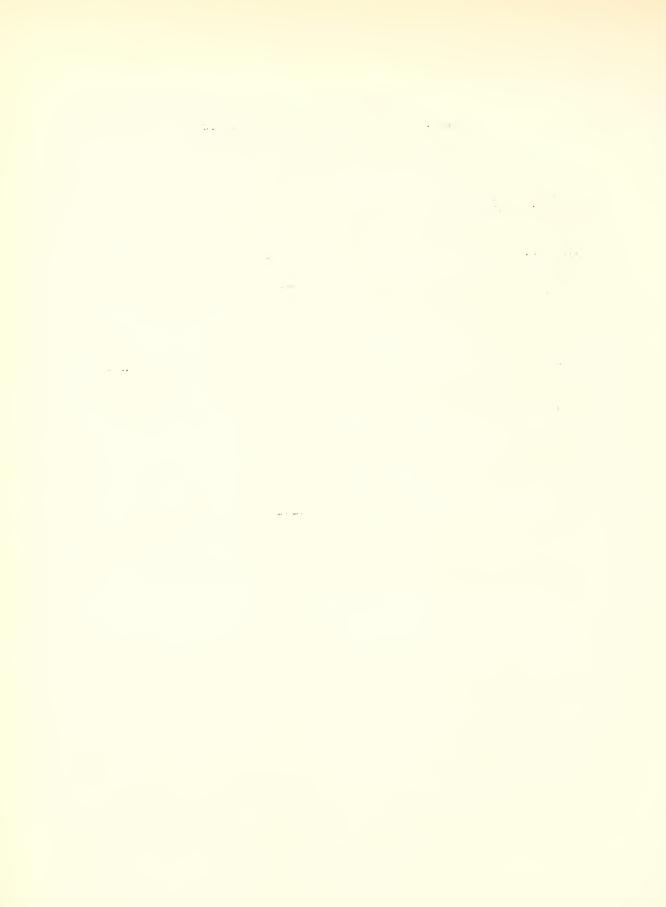
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Table #17

Job Skills Subsequent to Disability

Job Skills Subsequent to Disability	TOTAL	lst Year	2nd Year	
TOTAL	661	224	437	
None	237	28	209	
Labor Unskilled Semi-skilled Skilled	191 79 54 58	49 1 19 29	142 78 35 29	
Service & Domestic Sales Office & Clerical Managerial Professional & Semi- professional Other Data Not Available	9 12 67 9 25 31 80	7 3 38 4 19 76	2 9 29 5 6 31 4	

Of those reporting, 237 stated that they had not acquired any job skills subsequent to sustaining the disability.



CHAPTER VI

THE FIRST YEAR'S STUDY

The settings of the first year were two industrial plants on Eastern Long Island: Abilities, Incorporated, then at West Hempstead, New York, and Fairchild Engine Division of the Fairchild Engine and Airplane Corporation, located at Deer Park, Long Island, New York.

The focus of the first year's study was upon four population groups: (1) Presently employed; (2) Population hired but not retained; (3) Formerly employed who resigned to obtain other jobs; (4) Applicants who had not yet been hired.²

In this chapter, Sections I and II will describe briefly each plant and procedures followed. A summary of the findings from both plants will then be presented.

Now located at Albertson, Long Island, New York

To consider the social characteristics of the handicapped in relation to characteristics of the general population a neighborhood study in Hempstead, New York was made by Adelphi College students in cooperation with the project staff. Also, a graduate student made a sub-study of points of view of leaders in Hempstead regarding the handicapped. (Shaffir, Glenda, Community Leaders and the Handicapped. A Study of the Points of View of Certain Leaders in a Long Island Community Regarding Handicapped Adults, Their Status and Rehabilitation; Master's Thesis, June 1956).



Abilities, Incorporated

Abilities, Incorporated was established in 1952 under the leadership of its president, Henry Viscardi, Jr. The company is operated on a non-profit basis under a charter; there are no dividends and no corporation taxes.

The company produces electrical, electronic and mechanical equipment for aircraft and machinery manufacturing firms on Long Island and for firms elsewhere on a subcontracting basis. At the plant, with only one or two exceptions, only handicapped persons are employed.

Procedures

Following an orientation of the workers by Mr. Viscardi and his staff² interviews with the presently employed were conducted in the Fall, 1955, by the research staff members at the work bench in the plant.³

A vivid account of its establishment is found in Henry Viscardi Jr.'s autobiography A Man's Stature (New York, John Day Company, 1952) and in the annual reports of the company.

²The full cooperation of the workers was thus obtained.

³The company had a policy of not removing workers from their posts for interviewing during the work day; at the bench, in order to insure privacy, the interviewer's back was turned to the next worker.



Interviews with the other three populations at

Abilities took place over a period of several months in

the fall and winter 1955-1956 at the homes of these persons.

The interviews were preceded by a letter explaining the

nature of the study, and were followed by a telephone call

to make the appointment.

Weekly conferences were held between the Project
Director and the Coordinator assigned by Abilities.



Fairchild Engine Division of the Fairchild Engine and Airplane Corporation

The large industrial company of which this plant is a part was established in 1925, for the production of airplanes. In 1926, the company began the manufacture of engines, and in 1936 a consolidation known as Fairchild Engine and Airplane Corporation took place. At the present time, the corporation operates on Long Island a number of divisions including Guided Missiles, Stratosphere, Al Fin and Fairchild Engine Division.

The company produces jet engines and locomotive parts; it also does work on a contractual basis for other firms.

Workers are hired by direct application, advertising being used to obtain workers with special skills. There is no special employment policy regarding handicapped workers; a minimum amount of job engineering is done in relation to the disability, each handicapped worker being assigned to work for which he has the required skills. 2

Procedures

The contact at Fairchild was made with the vice-president and general manager of the company by the president of the college in conference with the project director. The cooperation of the company was readily obtained and a working relationship was established and maintained between the manpower management

The company observes a 40 hour week, 8 hour day with one half hour for lunch. A large cafeteria provides lunch using a staggered lunch period. Medical services are provided; a physician and 2 nurses (1 day and 1 night). Medical stations are located at central points throughout the plant.

Categories of jobs in the production plant include coil winding, harness and cable lacing, soldering, wire preparation, electronic equipment assembling, polishing, drilling and counter-sinking, riveting, welding, high frequency induction brazing and mechanical assembly work.



director, the safety engineer and the research staff members.

The manpower management director in conference with other members of the firm's staff made a selection of office personnel who have a handicap and acquainted them with the nature of the project, and their full cooperation was obtained.

The summary of social variables at each of the plants is contained in an earlier chapter on overall findings, and also the detailed data regarding all items of the schedule are found in the general tables placed in the Appendix.



Findings of the First Year

The Presently Employed

At Abilities, data were obtained on 427 handicapped persons; and at Fairchild, the total was 29 - thus the total population in the first year was 456. (of these, 224 were interviewed and data on the others were supplied by the two companies.)

In the case of presently employed workers interviewed at the two plants, it was seen that they were doing a day's work, showed regular attendance, and were earning their way. These workers had varying kinds and degrees of handicap which in most cases had called for major adjustments in order to hold a job. It can be said that they were productive. They had shown themselves employable in an industrial setting which expects of them a job performance equal to that of the non-handicapped. Many young workers had learned new skills and were applying them at the job; and older workers were finding new opportunities. It was reported that they took part in the social life of the plant. In their home and community life these workers appeared to be very much like the other people in various settings on Long Island whom the Adelphi staff members have come to know through making numerous neighborhood and community studies. 1

Within the past four years, studies have been made by the College in twenty-eight neighborhoods and communities.



It was seen that these handicapped interviewees had strong ties of family and many had a few close friends.

Neighbors appeared to play an important part with many.

However, they had a tendency toward somewhat limited connections with groups outside the immediate family circle and vicinity.

There was little or no participation reported in general community affairs. Some indicated that their energies were absorbed in the work day.

Formerly Employed: Those hired and later discontinued and those who left to obtain work elsewhere.

While the sample of those formerly employed was small, this pilot study suggested the hypothesis that there are many needs for counseling to assist these workers in their change over to other types of work and setting.

Applicants

Here was seen the predicament of many who had not yet found their niche. Fifty-two applicants were interviewed and information was made available from the company files on a number of others. It was noted that 25 of 52 applicants interviewed who had previously sought jobs at Abilities were still unemployed, and that the one Fairchild applicant also was unemployed. Some of these persons were not yet trained for the

¹ It was found that the social patterns of the handicapped were quite similar to patterns of the general population in the neighborhoods contacted.



work that they might do, and some were so handicapped by reason of physical or mental health that it was well nigh impossible for them to obtain and keep a job. Some others indicated that though they had found employment, they were not satisfied with the jobs which they had found and were planning to change.

The need for a further study of the factors which appear to be differential in their experience in their social and community life was indicated.

In the first year of the study there were two main lines of development:

- (1) Basic data were produced which were utilized in the followup research of the project.
- (2) The groundwork was laid for a study of even broader scope which might shed light on the social life of the handicapped in relation to the continuum of experiences that exists in the rehabilitation process (medical treatment and rehabilitation, work in sheltered workshops, experiences of special types, and jobs in open industry.)



CHAPTER VII THE SECOND YEAR'S STUDY

The second year's study was focused upon social factors in the life of the handicapped as seen in relation to several settings and services of the continuum in the rehabilitation process. With this aim in view the selection of the particular settings and services was made as follows:

(a) Handicapped Persons in Their Own Homes

(1) Nassau County Department of Health, Nursing Division

Contacts were made and maintained. An orientation session was held on the campus for the nurses in preparation for their interviewing some handicapped persons in connection with their home services.

(2) Suffolk County Department of Health, Nursing Division

Similar arrangements were made with the Suffolk County Department of Health nursing staff, and they administered some of the schedules in connection with their public health visits.

A follow-up conference was held in May, 1957, with the members of the nursing staff from both Nassau and Suffolk to discuss some of the findings.

The method of selection of population in each setting and service is described in Chapter II Methods and Procedures.



(b) At the same time attention was given to another part of the process in the continuum - the matter of training of applicants, of assistance with physical aids, and assistance in the obtaining of jobs.

Division of Vocational Rehabilitation, The University of the State of New York, The State Education Department, Nassau-Suffolk Unit

The research staff had cooperation from the supervisor who made the facilities of the office available for interviewing by the research staff and also obtained the cooperation of his staff in conducting some of the interviews. Simultaneously, contacts were maintained with the New York Office of the Division of Vocational Rehabilitation and with the Director of Vocational Rehabilitation, The University of the State of New York, The State Education Department; and with the Assistant Commissioner for Vocational Rehabilitation, The University of the State of New York, The State Education Department.

(c) Sheltered Workshops

In order to follow the services in the home through the next step, contacts were made with several sheltered workshops, and a study was made of their population.

Skills Unlimited, Incorporated

This workshop operates under a Board of Directors and does subcontracting work for several open industry firms. With the cooperation of the Executive Director of the shop, all 12 workers then employed at the plant were interviewed.

Brooklyn Bureau of Social Service and Children's Aid Society

With the cooperation of the director of the Department for the Handicapped and staff, 48 workers were interviewed in the plant; and also 55 homebound workers were interviewed.

Queensboro Tuberculosis and Health Association

This sheltered workshop, which has been operating for the past several years, readily made its facilities available through the cooperation of its Executive Director. Twenty handicapped persons who were then employed in the shop were interviewed and a few applicants and formerly employed persons were also interviewed in their homes.

(d) Competitive Industry With Policy of Employing Only Handicapped Workers

The study of applicants at Abilities, Incorporated, was continued. Mr. Henry Viscardi, Jr., willingly gave his cooperation and a conference was held with the Research Director of Human Resources at the company.

Abilities, Incorporated, Applicants

Members of the research staff interviewed 71 handicapped persons who had made application for a job at Abilities.

(e) The study of handicapped in another Open Industry was continued:

Servomechanisms, Incorporated

In order to study another handicapped population in open industry, contacts were made with the Works Manager of Servomechanisms, Incorporated. He made special arrangements for the interviewing. At the Servomechanisms plant 23 handicapped persons and 46 non-handicapped persons in comparable types of work were interviewed.

(f) In order to study the social factors in the life of the handicapped in relation to factors present in the general population, three additional neighborhood studies were conducted in neighborhoods where certain of the handicapped population live.

The total population interviewed in the second year was 664 (437 handicapped and 227 non-handicapped). 180 of the 437 interviewees reported that they were unemployed. This was partly because of the nature of some of the settings.



CHIEF FINDINGS OF THE SECOND YEAR

Many of the main findings of the second year are included in the earlier chapter on Findings. Also data from other items which were overall, added to the schedule in the second year, are presented in the general table in the Appendix.

The findings of the second year in using most of the items in the previous schedules, but with some additions, bore out the findings of the first year with a much larger population drawn from many additional settings: (1) the range in age group of the population; (2) the fact that a large number are or have been married; (3) the family-centered nature of their life, including the presence of close ties with extended as well as with nuclear family; (4) the limited range of social and civic affiliations outside the home, especially found to be the case with the homebound as one would hypothesize. Many said they would not find it too difficult to attend group meetings if they were so inclined; (5) the satisfaction in being a gainful worker was manifested by many of the employed.

As an outgrowth of the findings of the first two years and the discussions from the Rehabilitation Research Conference, it was believed that the main approach for the third year should be a study of factors which have a bearing upon



the success or the failure of the handicapped in obtaining employment. Such a study would comprise data obtained from further contacts with industry on Eastern Long Island and from concurrent follow-up intensive interviews with some of the handicapped population interviewed to date. The major lines of the study for the third year of the project will be included in the next chapter which deals with the third year's study.

The contribution of the various settings in the social life of the individual became increasingly clear. In the course of the year's study the following passages quoted from the concluding pages of the Interim Report sum up the conclusions reached at the end of the second year of the study:

(1) The important place which public health nursing plays in case finding, in cooperative endeavors with the physician, in relation to physical and emotional rehabilitation. Through offering skills of profession in modalities of a physical, emotional, and social nature, the public health nursing profession can be of inestimable help in getting the patient started on his way to rehabilitation and to health supervision when he needs it and after he is on the job.



- (2) The outstanding opportunity which a rehabilitation agency such as the Division of Vocational Rehabilitation affords in relation to helping the client obtain further medical assessment; in providing physical aids when needed; in arranging for training in workshops and in industry; in working cooperatively with employment agencies such as the New York State Employment Service in job placement and in counseling the client in ways that will help him build up his confidence.
- (3) The role of the workshop for the disabled such as Skills Unlimited, Incorporated; Brooklyn Bureau of Social Service and Children's Aid Society; and Queensboro Tuberculosis and Health Association's Queens Workshop in receiving the handicapped individual and in helping him obtain medical assessment in evaluation of his talents, and providing a training in building up of work habits and work tolerance while helping the individual to build himself up in preparing for open industry, is outlined in clear perspective. The role of the workshop in providing permanent employment to those whose handicap does not permit work in open industry was also noted in the study. It was seen that the personnel in a workshop for the disabled must keep an alert eye to three aspects of the situation; 1) the needs of the handicapped person himself and the responsibility to him for helping him to move on to open industry when he is ready and it is possible for him to do so; 2) the need for stability in handling the financial situation which is presently in some workshops dependent upon subcontracts. Stabilization of production is an economic necessity if the workshop is to survive; 3) the need for maintaining



a stable personnel to operate the shop should not deter the management of these shops from encouraging the workers to move along to open industry when they are ready.

The great importance of further study of the needs of the homebound was seen in strong outline in the second year's study. It was noted that further study is needed regarding the status of the homebound worker with respect to the conditions of work that can be made possible in the home and the provision of supervising personnel whose responsibility is for training and upgrading the homebound worker and periodic re-evaluation of his situation.

- (4) The part played by an industry such as Abilities, which affords job opportunity in an open and competitive industrial system, was further taken into account. Such a firm offers to many handicapped persons a comfortable medium in which to work alongside others who also are handicapped. At Abilities, the feeling of open industry is encouraged. But it was also seen that the role of a firm such as this is also to offer a transitional employment experience for those who can be prepared for open industry, where the general population is non-handicapped. A firm such as Abilities can help build up work habits, help the employee to establish work tolerance and assist him in the transition to other industry and in the process help him in gaining selfconfidence. Vital in the role of such a firm is the training this gives in basic assembly work and in other foundation skills which can be negotiated elsewhere; and of vital importance is the opportunity which it has for upgrading the worker to his optimum capacity in job performance.
- (5) Then, too, there are the firms in open industry such as Fairchild Engine Division, which is an example of enlightened policy in the employment of the handicapped. Through its services the handicapped are able to identify with the general force. Also there is the industry



such as Servomechanisms. It is indeed inspiring to note the excellent atmosphere which exists in this firm on behalf of the handicapped worker. From the moment of the threshold interview to the evaluation of the worker's skills and his placement on the job with opportunities for upgrading, this company represents the best in absorption of the handicapped into open industry. It is noted that the handicapped persons employed by the firm showing such a range of diagnostic and disability groupings: amputation, arthritis, cardiac involvement, congenital deformities, deafness, paraplegia (almost half), despite disabling conditions of great severity, have found it possible to work gainfully and with regularity of attendance in a situation which does not differentiate in its philosophy between those who are handicapped and those who are not. Moreover, it was noted that this firm relates itself to the sheltered workshop (such as Skills) by letting sub-contracts so that those who are in training for open industry may learn skills for future work in industry and where those who are too disabled to go into open industry may have a feeling of closeness of relationship with open industry itself.

With the findings of the second year in mind, the staff now turned to the next phase of the study.

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1.1

Conference on Research in Rehabilitation

On suggestion of the Advisory Committee of the Project, a conference of persons engaged in research, in rehabilitation centers (personnel doing research and other services), representatives from industry, and personnel from workshops and other settings was held at the College. Forty-eight persons were in attendance.

Discussion was directed to four major questions:

- (a) What preparation and training of the handicapped does Long Island industry need and whose job is it to provide it?
- (b) What are some of the road blocks to the employment of the handicapped that industry on Long Island sees and feels; and what are the implications of these facts for the employment of the handicapped?
- (c) What are some of the road blocks to successful employment that the physically handicapped individual on Long Island sees and feels? What are the implications of these facts for the rehabilitation of the handicapped?
- (d) What are the problem areas which require further investigation regarding job and community life of the handicapped on Long Island? What are the suggestions for further research, and what can be done to implement the suggestions?

¹On February 9, 1957.



CHAPTER VIII

THE THIRD YEAR'S STUDY

Taking into account the findings of the first two years, the Advisory Committee of the Project decided that the third year should be devoted to two aspects:

- (1) an intensive study of a sample of handicapped persons, with a view to determining factors which may help to explain why some handicapped persons have obtained jobs and others have not;
- (2) a study of the policies, points of view and practices of industries on Eastern Long Island which might throw some light on the question of whether jobs are available to handicapped workers.

Developments in the Third Year

Contacts were made with each of the settings and services which had cooperated in the first two years of the study. Their consent was readily given to the plan to conduct interviews. The population previously interviewed in the first two years was stratified by settings and services and an unselected sampling was made of each. By this method, a population sample of 50 was drawn. The findings which follow are the result of the data obtained through intensive interviewing conducted over a period of time in the Fall of 1957.

The 1956 Long Island Directory of Commerce and Industry listed 541 names of firms which had reported employing 10 or more workers.

lSee page 11.



63.

Fifty-eight of these firms were selected at random for personal interviews. To the remaining 483, questionnaires were mailed.

The findings from the interviewed handicapped and the data from the firms were considered jointly in the light which they might throw upon endogenous and exogenous factors that may play a part in the employability of the handicapped. The details are given in the following pages. 1

The interdisciplinary staff team and the consultants agreed upon the following methods and procedures for the third year's study.²

I. Methods Used in Obtaining Data Regarding the 50 Handicapped Persons.

A population was drawn by random sampling from each of the settings which had cooperated in the first two years, until the total of 50 persons was reached. The purpose of the study was explained to those persons selected and their cooperation was obtained. Code numbers were used to preserve anonymity.

Research and advisory staff members were in attendance at numerous meetings of national and local rehabilitation societies. The Director was the chairman of a panel on prevocational evaluation in rehabilitation at the annual meeting of the National Society for Crippled Children and Adults in the Fall of 1957; and was discussion leader at a workshop conducted at the annual meeting of the National Rehabilitation Association, Region II, April 30-May 2, 1958. The director also presented a paper on the project at the New York City Chapter of the American Personnel and Guidance Association.

²The members of the Research Staff and Advisory Committee met periodically throughout the year. The Consultants met regularly with the Project Director and the Associate Director and upon occasion with other members of the project group.



Guide for Interviewing. An interviewing guide containing the following broad categories was set up. (See detailed guide in Appendix and Chapter III-Sociological Framework of the Study.)

Family Background and Present Status Family History Present Family Constellation Family Relationships

The Person Himself
His Personal History
Aspirations and Drives
Outlook for the Future
Point of View Regarding Finances
Interests and Values
Personal Adjustment
His Social Roles

Staff orientation conferences were then held in regard to the Interviewing Guide.

Interviews were conducted by research staff members with all 50 persons. A narrative summary was made on each interviewe, using the interview guide as a general outline for reporting observation.

Psychological Techniques

In order to obtain results from standardized techniques, three psychological tests (Rorschach, Thematic Apperception and Vocabulary Reading Tests) were conducted by the research staff psychologist with 25 persons selected by random sampling to represent both the employed and the unemployed. (Because of limitation in time of the psychologist, it was not possible to conduct the tests with all 50 persons.) The results were compared with the content of the narrative report.



Interviews

Interviews were then conducted with the 50 handicapped persons selected.

Content Analysis

With the use of the narrative report, a grouping of <u>sociological</u>

<u>concepts</u> was then set up for classification of the data in all

50 reports according to <u>family constellation</u>; <u>ecological factors</u>;

<u>social stratification</u>; <u>group identification</u>; <u>socio-economic factors</u>;

psychic factors.¹

Key ideas related to this sociological system were then underlined throughout each narrative and evaluated as to whether the points thus identified were thought to be sustaining or detracting (plus or minus) factors for the individual concerned.

¹See Chapter III Sociological Framework of the Study.

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For example, the following excerpt shows the method:

Sociological Analysis Evaluation 1 of Marginal Entries Narrative Report (Excerpt) Family Constellation: This 54 year old man lives with Family circle intact his wife and mother-in-law in Social Stratification: their own home in Nassau County... Status in ownership They have made no change in Ecological: Rooted 8 years residence in the past eight years. He has a cardiac condition (angina): Psychic: Self concept suffered coronary thrombosis at the deviation resulting in devaluation age of 42 years in 1945). He has (affect expressed in rest of narrabeen employed for two years as file tive) Socio-Economic: Employed supervisor at a Long Island Engineer - + Social Stratification: Managerial status ing Company.

Frequencies in each of the categories were totaled and an overall assessment of positive and negative factors was made in each case (See Appendix for profile showing complete process).

The plus or minus signs indicate the value of positive or negative placed upon item.

²See Chapter III <u>Sociological Framework</u>

In making the sociological analysis, due account was taken of the fact that there were plural interviewers with differing backgrounds and that there was variability in writing up the details. Also, it was taken into account that the absence of reporting in some instances might be as significant as the presence of certain recorded data. The findings, therefore, are considered primarily as a guide or clue rather than a definitive factor analysis.



Analysis for Drive and Aspiration

An analysis was made of evidences of drive and aspiration expressed by the interviewee. A psychologist, a social psychiatrist and a sociologist, all members of the Research Staff, made independent analyses of evidences of drive and aspiration in 25 profiles for which there were psychological tests. The social psychiatrist and sociologist then made independent analyses of the remaining 25 profiles for which psychological tests had not been made.

II. Methodology used in study of practices, policies and points of view of industrial firms on Eastern Long Island regarding the hiring of the handicapped.

Selection of Firms

From the Long Island Association's 1956 Directory of Commerce and Industry all manufacturing firms employing 10 or more were taken. The total number of firms drawn was 541.

To 483 of these, questionnaires were mailed. The remaining 58, drawn by random sampling, were selected for personal interviews.

The questionnaire and the guide for the interviewing were specially prepared and pre-tested.



Mailing of Questionnaire

The mailed questionnaire was accompanied by a letter from the president of the college. The first request brought in 121 replies. On October 21st, a follow-up letter from the project director was sent. Ill replies were received. In addition, 58 replies were received by telephone call.

Conducting of Interviews with Personnel in Firms

A letter from the president of the college addressed to the president of the firm explained the nature of the project and indicated that a research staff member would telephone to ask for an appointment. This plan met with a uniformly favorable response from the firms. Almost all the interviews were conducted by two members of the Research Staff - one a sociologist and the other an economist.



DATA FROM HANDICAPPED PERSONNEL

After making a comparison between the employed and the unemployed with respect to social variables and finding that though there were a few differentials in the two groups, these findings did not as yet give the answer to the question, "Why have some handicapped been able to obtain jobs while others have not?"

The study then concentrated upon the factors of drive and aspiration as possible clues to the answer.

¹Summary of variables on Page 81.



Evaluation of Data with Respect to Drive and Aspiration

In the following table, the evidences of drive and aspiration expressed by the 50 handicapped persons were considered:

Table #9

Evidences of Drive and Aspiration

Among the Employed and Unemployed
as Noted by the Three Reviewers,

Fall 1957

		Pos	itive	Negative		
Reviewer	Total	Employed	Unemployed	Employed	Unemployed	
Psychologist	25	14	7‡	10	7	
Social Psychiatrist	50	18	13	8	11	
Sociologist	50	20	12	6	12	

In the above table, the psychologist rated 17 out of 25 whom he had tested, as negative. Among the 14 employed, he rated 4 as positive with respect to drive and aspiration and 10 negative.

Among the unemployed, he rated, likewise, 4 as positive and 7 negative. The 4 listed as positive are younger interviewees still in school.²

It is taken into account that the psychologist administered the tests without the findings from the narrative report and that the data from additional evidence regarding drive were available to the social psychiatrist and sociologist in relation to the narrative report.

The term positive is used to denote incentive and energy expressed in relation to gainful work and aspiration in relation to realistic goals regarding work. The term negative denotes the opposite.

2In coming to their conclusions, the social psychiatrist and the sociologist agreed in 45 of the 50 cases. The psychologist agreed with the other two reviewers in 19 of the 25 cases which had been both tested and interviewed. Since the degree of agreement in the evaluation of the 25 tested by the psychologist and by the social psychiatrist and the sociologist was substantial and since the degree of uniformity in the evaluations of the social psychiatrist and sociologist was substantial, it could be hypothesized that the agreement might be similar in the 25 not tested by the psychologist.

As a result of the foregoing comparison, it appeared that many of the employed seem to show more drive and aspiration than do many of the unemployed. This conclusion might become even more pronounced if the four students in the unemployed group were removed.



A FEW PROFILES OF HANDICAPPED PERSONNEL

In the following pages, there will be included profiles of some of the 50 handicapped persons who were further interviewed in the third year. The profiles fall into three groups: (1) four profiles, two each from employed and unemployed; (2) three profiles of persons with special problems or with conditions so severe that the chances for gainful work are seriously jeopardized or even contraindicated at the present time; (3) the profile of one young person under 21 who is still in school. The narrative report will be summarized; this will be followed by a brief discussion of the main issues in each profile.



1. Profiles of Employed and Unemployed

Profile Code #5-004

Employed

He is a 37 year old, healthy-looking man, pleasant and talkative, who gets about in a wheelchair, having sustained paralysis of both legs in 1953 as a result of a disease (porphyruria) incurred while overseas in the Armed Services. He has been employed at a workshop for the disabled since 1956; lives alone in a trailer; quickly gets himself into his car and drives to work in a second-hand Cadillac.

His father was born in Brooklyn and his mother on Eastern Long Island. He described his mother as a very devout woman. She was a diabetic and died some years ago. He had three brothers, two of whom were killed in the war; he was the second oldest. His early memories of his father are that he was a kind and hard-working man who was able to continue work during the depression.

The interviewee was born in Jamaica, Long Island. As one of his early memories, he recalls sitting with his father who explained to him that he should always try to be independent, "Let other men work for you. Go in business." He completed two years of high school but was not interested, "What do I care about the Greeks, they're all gone; let's look in the future." At 15, he left home, hitch-hiked, worked on farms and slowly got to the West Coast, where he worked as a plumber's helper until 1938, when at 18 he joined the Army and stayed there for three years, later joining the Navy where he served for twelve years and eight months. While in the Service he learned the silversmith trade but has not followed it. He states that he kept in touch with his family by letter about once a week.

He met his wife in California and after a six months' courtship married. They had two children. Upon his return from overseas, because of many tensions, they were divorced. Feeling very bitter, he left California and returned to the New York area.

He lives near his brother and sister-in-law, enjoys their company, and with his brother is developing some real estate interests here and in Florida. He has plans for expanding the Florida interests and for residing there eventually. He plans to remarry soon - a woman of his own age.

At the present job he says he at first resented other handicapped people. He said he still hopes to discard his wheelchair and get around on crutches.

Commentary: Having experienced apparently cohesive early family relationships, this man has been able to weather his extreme disability and make plans ahead, which, following his father's maxim, has led him to a business of his own and to a home and family life in which he seeks companionship. His drive for work rises out of his early training and his value of self-support. Although his vocabulary test indicates below average intelligence, his total responses indicate average intelligence. The tests show him to be hardworking, serious and interested in any job which he undertakes. He gets a good, simple view of a total situation and is decisive and clear in his work. The tests further indicate that he is a man of self assurance and some strength in his approach to people.



This 23-year-old young man lives with his 19 year old wife and $2\frac{1}{2}$ year old son in Suffolk County. He lost the sight in his left eye in an accident when he was seven; he wears an artificial eye. He has been employed since October 1951 in a large firm where he handles engineering records and blueprints.

The birthplace of the interviewee's grandparents is reported to be the United States. He believes his paternal grandfather was a builder. The interviewee's father, aged 67, was born in Brooklyn and is presently in the Civil Service. His mother, who was born in the United States, died in 1944 of coronary thrombosis. She never worked gainfully. His sister is a housewife. Looking back over his childhood, the interviewee said it was "very good", "there was nothing I resented at all", "I griped often at times, but looking back I realize it was fine." Regarding his disability, he said, "It makes me a little self-conscious, but I've had it so long it doesn't bother me much...it didn't make me popular with girls, that's all...I feel it might make me look a little silly..."

He was graduated from high school in 1951 and reports an 83 average. In school he liked shop work - "nothing was really difficult for me" ... "it was just a matter of what I applied myself to". He began trade school in the fall of 1955 and still attends at night, planning to continue for the next six or seven years. He indicates that if he had the money he might go to college. When he entered high school he had planned to become a physician and took chemistry, biology and German for that purpose. "I decided I was kidding myself, there wasn't any money, and I wouldn't break my father's back." He also thought of being a shop teacher. After high school he said he went to work at a dairy laboratory but found the trip long and the salary poor and finally left the job. In 1951 he went to an airplane company where for three months he ran a blueprint machine, then became a clerk. He stayed on this job for 4½ years until April 1956. He was finally hired as a junior draftsman. Ten months later, in February 1957, he became a regular draftsman, which is his present position. He likes his work and the company, "they haven't done me wrong yet; a lot of people complain but they treat me all right." The interviewee said he enjoys the companionship of his father of whom he says "he doesn't say anything unless he has something to say...he is one that is popular with other men." Of his mother he says she wrote in his baby book as a lifelong value to be preserved, "respected in the community." She wanted him to play the violin and took pleasure in his being able to do so. She died when he was nine. He speaks of her as "she was a real live wire...always laughing...a real good woman...belonged to everything...was president of everything." Of his wife he said, "I can see now she is not as mature as I thought...but she is a very good mother ... I will have to speak to her about some of her faults one of these days."

The interviewee stated that he has two or three friends and many acquaintances. For recreation, he hunts and fishes, occasionally reads magazines, listens to television, goes to the movies, and also goes swimming. His dream is to work for a certain large electric firm.

Commentary: This young man apparently has had a cohesive family life; he has values well established related to self support. Though overly sensitive, he works well with others. His tests indicate he is in the bright, normal range of functioning. His drive and aspiration are more in fantasy than in reality, but work and support of self and family are strong values.



Unemployed

This 46 year old man lives with his wife and two children, aged 14 and 21, in Nassau County in a house which they have occupied for 25 years and now own. He has one leg shorter than the other and a paralyzed ankle sustained in an accident in 1940.

The interviewee is of Italian origin. He states that his paternal grandfather was an "engineer - brilliant mind", and that his maternal grandfather was a "big shot - something about the sea, a stevedore, head man". Both his paternal grandmother and his maternal grandmother were housewives in Italy.

The father was born in Italy, where he lived until the age of 24, at which time he came to the United States (in 1906 or 1907). At one time the father operated a second-hand lumber market and dealt in livestock. The interviewee characterized him as a "go-getter". The interviewee's oldest brother is a construction foreman. The next two brothers have a trucking business together, and the youngest brother is reported to have tried numerous occupations. His three sisters are all housewives.

The interviewee, the second child, was born in New York City. He stopped school at 15, having gone to the fifth grade. He went to work at 15 as a tile setter's helper, then later into "junking, peddler". He was in the junk business for approximately six years, then in 1935 went with a construction outfit. Here his jobs with the company covered "foreman, pusher, mechanic, everything". This affiliation lasted until 1940, when he was injured and incurred his present disability. In 1942, having applied at a rehabilitation agency, he was sent for to learn the welding trade. He said he finished a three months! course in two weeks. He was placed as a welder in shipyards doing repair work, but he states no more jobs were available in 1945. He then did work as a peddler, "wherever I could make a dollar, my leg wouldn't carry me". He reports that he was offered welding training to renew his skill, but "I don't give up easily... I wouldn't take welding training... He has recently burned his leg. He blames this on his supervisor, "I want to get lightweight work, but the supervisor won't give it to me; he is trying to make his reputation; with education, I would get his job or above him." He is presently unemployed.

His wife works for a firm, "runs a printing machine." His description of her was "quiet, willing to help all the time, goodnatured." His son is in high school; his daughter, who worked briefly, plans to be married soon.

Regarding friends, he replied, "can't even count 'em." In his spare time he plays checkers with the boy (son), pinochle with the neighbors." "Lately I don't like to do anything." He reads "very little". When asked, "What would you do if you had a million dollars?" he replied, "Make my family happy, make myself more useful to the community."

Commentary: This man has lived in a large family circle; was apparently not to attain the occupational status of three of his brothers. He has been long unemployed and is dependent upon his wife for support. On the psychological tests, he expressed many bitter feelings and suspiciousness, but showed some softening during the interview. The test scores indicated functioning in the defective area, but it appeared that if his negativism and refusals to respond were not present he might attain a score of average. His sense of

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Profile Code #2-024

Unemployed

This 27 year old single woman lives in her mother's seven room house, where they have resided for 27 years. She has had a hearing defect (6% hearing total) since she was four years of age; she wears a hearing aid. She also has a speech defect. (The interviewers wrote questions and she wrote replies).

The interviewee's father was born in Holland, attended school until 16, and came to the United States at age 21 or 22. He originally did dairy farming and "gold mining" but later worked as a trolley car conductor. He died in April 1956 at 65 of a heart ailment after five years' illness.

The interviewee's mother was born in Ireland, attended school until 16, then worked as a saleslady; she later met the interviewee's father in England. She came to the United States in 1929 and was married immediately. Since then she has not worked gainfully. The interviewee has one brother aged 34, who is a high school graduate (now in the Civil Service), is married and has three children. The interviewee and her mother subsist on a widow's pension, social security, and from the renting of two rooms in the family home. They reported that they "get along financially".

Regarding the interviewee's handicap, the mother said she can now pronounce words and make sentences. She is reported to be able to read lips and use sign language. She was placed in a school for the deaf at $6\frac{1}{2}$ and remained in this school until she was 20. At 7 years of age she had a mastoid operation, after which, it was reported, she had a total hearing loss. It is reported that she had rheumatic fever at age of 20. In 1957 she had major surgery.

The mother reports that when she entered school the interviewee was horrified at seeing people use their hands to speak but that she doesn't mind being deaf now. While at the school for the deaf she spent weekends at home and apparently developed friendships in the neighborhood. These girls are married but one of them visits her occasionally. Regarding her interests, "she reads comics but it is mostly the pictures. She enjoys television and has taken some interest in painting of the fill-in-by-numbers variety. She embroiders sometimes." Her mother wants her "to do something for a living" because "after I am gone there is nothing behind her." The mother reported that the interviewee would like to be a saleslady but"that's out of the question."

Commentary: This interviewee has severe disability in communication and some rejection of this condition. She appears to have a rather close tie with the maternal figure, is rather rooted in the local setting, has her present support assured from several sources. On the psychological tests, she rated below average but not defective; her drive was neither generalized nor strong and her aspirations were seen to be limited.



2. Special Conditions and the Severely Disabled

Profile Code #9-029

Unemployed

This badly disabled 33 year old man lives with his parents in a Suffolk County community in a home owned by his father and mother. He has a congenital condition of cerebral palsy with severe involvement; he has limited use of his arms and legs. His face is in constant grimaces; during the interviews he could not hold his head upright. He sits continuously in a specially built chair by a window. His arms hold a position so long they become very stiff and his mother has to change their position. He cannot perform the activities of daily living. He is an extremely pleasant young man who cooperated readily.

His father, of German parentage, was born and reared in Brooklyn and is now 80 years of age. His mother referred to her Irish temperament. The interviewee said the family paid little attention to their nationality background. Most of the interviewee's relatives on his mother's side reside in Suffolk County; in fact, he has cousins living across the street. His father's kin reside in Brooklyn, but only one niece ever comes to see them.

The interviewee, an only child, was born on Eastern Long Island. He attended a cerebral palsy clinic but felt that he did not benefit by the treatments. He received home instruction through the seventh grade. (He said, "Daddy didn't want any more children. He was afraid of others being crippled.") When asked how he felt about being an only child, the interviewee said: "That's what worries me...when they go - daddy has high blood pressure - that's what happens when you marry late in life."

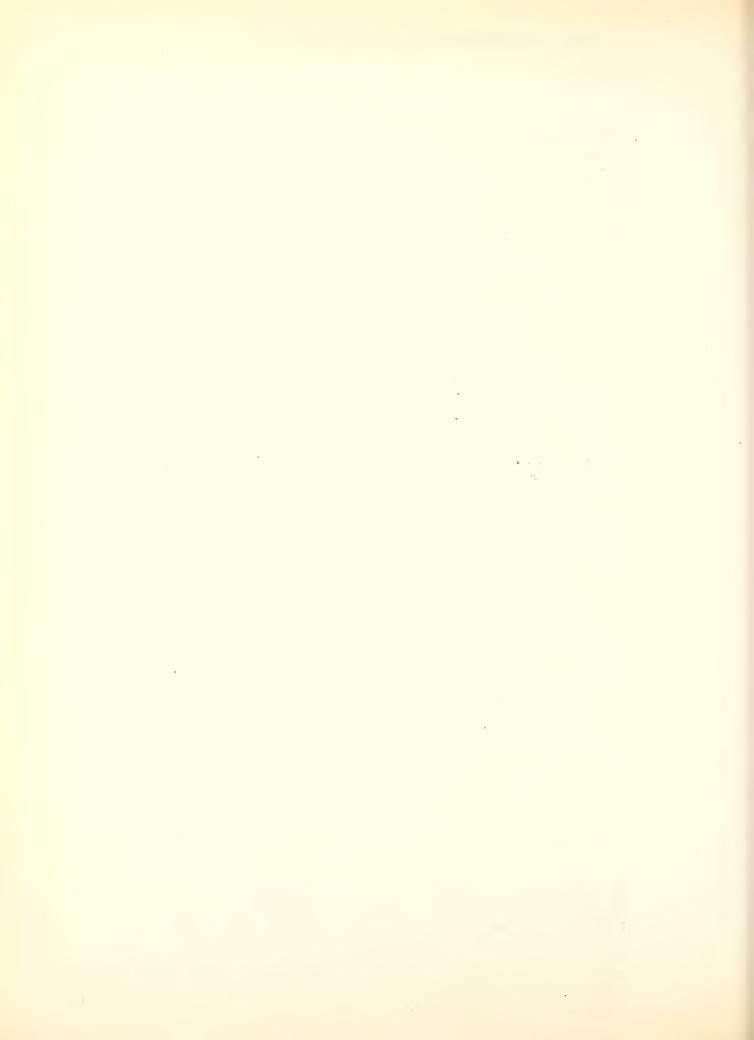
Regarding his social relationships, the interviewee described the community life as "not too close"..."neighbors are too busy to come in very often." The family takes no active part in community affairs and is not identified with any formally organized group.

Each year the interviewee conducts a Christmas card sale. His net profit last year was \$30.00. He stated that other income is \$400.00 per year allowance from the Government, which money he uses to cover the cost of his clothes. He explained this allowance as compensation "for being a cripple." For pastime, he listens to the radio. Another occasional activity is playing with a model railroad. He reported that he found members of the opposite sex attractive, but that his girl friend across the street had married and moved away. He said he regards himself as "about average for a person with cerebral palsy." "I'm no more bad off than anyone else who is crippled."

If he could have his wish, he would hire a man to live with him, lift him, and act as chauffeur. He would tour the United States. "If he had not been disabled, he would have become a truckman," he said, "going from one state to another."

He does not express plans for further education.

Commentary: The severity of this man's physical disability, his inability to function in activities of daily living combined with a rather sheltered home experience, make the possibility of gainful work remote. Yet his intellectual functioning is almost average; he has a good attention span and shows consistent effort, and the psychological tests show that he might easily be trained if the motor problems could be mastered.



Profile Code #1-402

Unemployed

This is a small, thin 71 year old widow with short, grey hair, carefully combed, and a generally neat appearance. She lives in a Nassau County urbanized community in a home which she owns and in which she has lived for 35 years, having moved here from Brooklyn. She has paralysis (hemiplegia, with 75% disability of left arm), which she sustained in 1952 (cerebral hemorrhage), and also failing eyesight, especially in the right eye.

Her father, born in Pennsylvania, was a small-town banker; her mother was born in New York City. Her mother died when she was a small child. The interviewee, herself, came to New York from South Dakota, where she was born, to join an older sister.

She stated that she was graduated from business college, then worked for 20 years as an office secretary in Brooklyn, and the only other employment was 10 years as an office clerk at a local hospital.

She was married at the age of 29 to a salesman who has now been deceased for ten years; she has no children of her own, and the only relative whom she ever sees is a nephew, who lives in Connecticut, visits her in his private plane once every six months or so, and takes her to his home for visits occasionally. "He has six kids and is no help...No one would miss me if I were gone..."

She said acquaintances passed by her house but "they were always in too much of a hurry to stop..." "This village is becoming a ghost town." She says she does not have any affiliation with a church. She used to take some interest in a political party and was active in local elections, she states. She spends most of her time looking after her house, watching television, reading the newspaper, "Poor excuse of a paper but it's the best available," and sitting. She has considered going to a nursing home, but the one in which she had lived seemed depressing to her; "All they do is break my spirit"...
"One place they talked to me as though I were senile...food is cheap, lacks variety; all regimentation..." "Here (at home) is cheaper and I can eat better." An alternative to a nursing home is to have a family live with her to manage the house. She has two tenants upstairs.

She visited a firm employing the handicapped with the faint hope that they might have something "with which she could at least occupy her mind;" however, taxiing would have made any job unfeasible, she states.

Her income is derived from her husband's Social Security, from a little stock and from renting the upstairs part of her home.

Commentary: This elderly woman has always enjoyed a certain status. As a young woman she felt the protection of her older sister, later was married and had her own home, and had a long record of self-support. At present, she is torn between keeping her house and going to a nursing home. Her drive to obtain work is not very realistic. On the psychological test she rated in the superior range. She could work in some simple job but would find transportation difficult.



Profile Code #2-020

Unemployed

This 40 year old woman lives in a Nassau County village with her parents in a recently built house which the parents are buying. Her father is a store manager for a company on Long Island. They have made one change in residence in the past four years from a neighboring suburban village to the present address. She has been suffering from an emotional disturbance and was in a hospital for one year and eight months; she is presently under a specialist's care.

Regarding the financial circumstances of her family, she said, "I don't know much about my father's work or his circumstances but from where we live and how we live - he must make a salary of about \$5000 a year."

Interviewee was born in 1917 of Welsh-German stock. Of her early childhood, she said, "My most pleasant recollection is a sort of overall thing...especially between the time I was 7 and 11. I had no worries...I just used to play all day long." On the other hand, she stated, "My whole childhood was very unhappy. I had something wrong with me...people didn't like me. I was afraid. I am trying to find out 'why' now."

She reported that her high school days were very difficult for her. She had two or three friends but apparently did not relate well on a social level. She said that at one time she was very fat and that the children used to make fun of her. She reported two operations and short term periods of hospitalization following them.

After graduation from business school she worked as a stenographertypist for fifteen months. "When I first started to work I loved
it, they kept praising my work, then something went wrong and they
didn't praise me any more..." She then worked at a utilities company
for four years, and after that at a drug laboratory for five years.
"Then I stayed home because I was ill." Interviewee said she is
not satisfied with anything at home. "My father doesn't want me to
work his land' (garden). The household is my mother's domain, there
is nothing for me to do. A person can't do nothing..." "Now," she
said, "I want to work so much...my father pays for my doctor and my
medicine. He keeps telling me how he would like to retire, and he
would if it weren't for me."

Commentary:

This woman is handicapped by an emotional disturbance, though showing improvement. She has experienced overpowering personal problems, hospitalization, and now is vainly seeking a job. The psychologist reports that her intellectual functioning is average or above and that she is beginning to use more of her capacities; but her drive and aspiration are low and she is still quite withdrawn and not yet ready to undertake gainful work.



3. Handicapped Person in School

Profile Code #2-004

Unemployed

This 18 year old young man, who has cerebral palsy, lives with his mother, grandmother, three sisters and a brother in the house which his mother owns. They have made one change in address from a nearby village in the past three years. The interviewee's paternal grandfather, born in the United States, was a physician. The maternal grandfather, a salesman, was born in Europe. The maternal grandmother, born in the United States, resides with the interviewee's mother; she suffers from arthritis.

The interviewee's father, a repair man, was born in the United States and died four years ago. The interviewee's mother expects to seek work. The interviewee is a middle child. His two sisters are clerical workers in a company, and his 17 year old brother works in a store. The interviewee's mother had hoped one of her sons would be a physician, but she has been disappointed.

The interviewee reported that he had attended one school and had then changed to another, and that he had completed the ninth grade. After leaving school he was at home for a year; "I wasn't able to get him a job," the mother said. She then sent him to a school for further training where he has been going for one year. He has never been gainfully employed. At the school he has done "gardening, janitor work - did a few ceramics..." "do anything else inside too"...(What did you do there?) "Put chains on wheels and stuff."

His most unpleasant recollection was when he recently injured his knee. His most pleasant recollection was "when I went to the Dodger Game." He resents his grandmother's telling him what to do. Asked how many friends he has, he said, "Quite a few", and then, "five." His mother reports he used to play with younger children but now goes with the older group..."they are good to him..." "He reads different books." (What kind?) "Cowboy books." In his spare time he plays soft ball and watches television sometimes. He also goes to the movies. Questioned as to previous occupational preference, he replied, "baseball player."

In regard to his feeling about money, he said, "I make from one to seven dollars a week; I use it to go to the movies."

When he left the interviewing office he walked down the street, stopped a block from the office... then lay down near the curb and put his head in a position to watch approaching cars. When his mother's car came he got to his feet as quickly as he could and got into the car.

Commentary: This young man lives in a cohesive family group which offers him support. His mother had hoped one of her children would enter a profession, and has been disappointed. She reported that the interviewee has learned some skills at the school where he is receiving training.



SUMMARY OF DIFFERENCES AND SIMILARITIES BETWEEN THE EMPLOYED AND UNEMPLOYED HANDICAPPED PERSONS WHO WERE INTERVIEWED.

Differences

In relation to the following factors there are minimal differences between the two groups: age, sex and marital status, education, when the handicap was sustained, job skills prior to handicap, group identification, and drive and aspiration.

In the age group 21 to 45, there are more employed than unemployed persons. There are no persons under 21 in the employed group, while in the unemployed group there are 7 persons under 21 (including the 4 students) and 4 over 65.

There are more married males among the employed than among the unemployed. With the exception of college graduates, more of the employed report higher educational status than the unemployed.

Among the employed there appears to be a larger number of persons who sustained the handicap more than 10 years ago.

The number of persons who had office and clerical skills prior to the handicapping condition is larger among the employed group.

A much larger number of the employed reported having friends than did the unemployed.



Many of the employed appear to show more <u>drive and aspiration</u> than do many of the unemployed. This conclusion might be even more pronounced if the students in the unemployed group were to be removed.

Similarities

Those aspects in which they are alike were: birthplace, home ownership, diagnostic and disability grouping, interests and plans.

A large majority in both groups reported birthplace in the United States. Thus, they are similar in rootedness.

In line with the tendency of families in this country to live in self or family-owned homes, both employed and unemployed show a predominance of home ownership (16 of the 26 employed and 18 of the 24 unemployed live in their own home or in the home of a close relative).

The employed and the unemployed are similar in diagnostic and disability groupings.

The two groups are quite similar with respect to interests in hobbies and other recreation. Almost all express some interests.

Almost all the persons in both groups expressed plans for the future.



DATA FROM INDUSTRIAL FIRMS

INDUSTRY ON EASTERN LONG ISLAND

The General Picture

Within a few decades agriculture on Eastern Long Island has seen a rapid decline, and industry has shown a correspondingly quick upward trend in the economy of the area.

Concurrent to this change, and bound up in it, there has been a phenomenal increase in the population of the Eastern part of the Island. The Bureau of the Census, United States

Department of Commerce reports the following figures:

Population	1950	1957
Nassau County	$67\overline{2,765}$	1,179,139
Suffolk County	276,129	528,736
	948,894	1,707,875

an increase of 758,981 in the two counties combined within only a few years! time.

In the picture of growth in non-agricultural occupations, what are the kinds of industry, and what are the opportunities for employment?

U. S. Department of Commerce, Bureau of the Census Current Population Reports: Special Censuses October 9, 1957, Series No. 1036, P.28.



Kinds of Industries

As a natural outgrowth of aviation developments on Long Island which began about fifty years ago, aircraft industries were established in this area for the manufacture of planes and related parts and accessories. Several such firms employing a large number of workers are located here at the present time. Contracts for the government's defense program have comprised a major part of the business of these firms.

Today the aircraft industry still holds its place as the largest type of industry on the Island. In recent years, however, there has been an increased tendency toward diversification - especially in the direction of lighter industry. The Long Island Association considers certain non-agricultural fields as suitable for further growth and diversification: research (such as at Brookhaven), printing, cosmetics, chemical, banking, insurance and financing.

To promote the growth of industries, some communities have eased their zoning regulations to permit the establishment of business in formerly restricted areas; other communities have not as yet been able to take this step, preferring to hold the land to residential uses.

Work Force

According to the Bureau of Labor Statistics, 2 employees

long Island Association, February 1958.

Bureau of Labor Statistics: Employment and Earnings, December 1957.



in non-agricultural establishments in Nassau-Suffolk Counties are reported as follows:

Employees

Month and Year	Number of Employees
October 1956	340,900
October 1957	336,100

The average weekly earning of productive workers is reported as follows:

Earnings

Year		Earnings
October	1956	91.68
October	1957	87.18

Unemployment

In the early fall of 1957 a rise in unemployment was seen to be under way. By November this evidence of recession showed a marked upward turn. For instance, in September 1957 the total figure of the unemployed was approximately 16,000 (estimated to be about 2.7% of the labor force) and in November the figure was approximately 25,000 (estimated at about 4% of the labor force). The upward trend was accelerated in December 1957 and January 1958.

The cut-back in defense orders was seen as a main factor in the rise in unemployment. However, other related factors were the continued lull in the construction business and failures of some of the small businesses. Partly, the unemployment rise on Long Island reflects the national recession.

¹The cut-off date in gathering data for the study.



Despite the sharp rise in unemployment in recent months, many industrial and business leaders in the area have expressed confidence that industry will regain its prosperity. To speed recovery they have made several proposals, namely: (1) that Long Island make efforts to obtain new Federal contracts for defense plant production; (2) that new forms of industry be attracted to settle in the area; (3) that transportation be improved; (4) that the federal, state, and local public works programs be expanded.

The New York State Department of Commerce has offered its services and in cooperation with local residents has assigned experts to obtain data regarding plant sites, water supply and the like, so that industries looking into the possibilities of settling on Long Island may have the necessary information available.

Relation of the Economic Picture to the Handicapped Worker

In October and early November 1957 when the data were collected from Long Island manufacturing firms, the peak of the recession had not yet come. In the case of firms which stated that they do not hire handicapped workers, the recession would therefore be excluded or minimized to a negligible point as a reason for non-employment of the disabled.

It is not within the scope of the study to consider the possible effects of the further recession upon the employing of the handicapped worker. He will have a problem that is in



common with non-handicapped workers - namely the shrinkage in the number of jobs open in the labor market.



COMPOSITE PICTURE OF THE 146 FIRMS INTERVIEWED.

The following includes a composite picture of findings regarding plant policies as given by the firms, and profiles of a few of the firms.

Three-fourths of the 46 firms (35 or 76%) reported an eight hour work day (this includes those with one, two or three shifts).

Two-thirds of the firms (31 or 67%) indicate that they do not have lunchroom facilities; three provide rest lounges.

Most of the 46 firms provide some vacation plan, in general up to two weeks.

A little more than half (24) do not provide <u>sick leave</u>; another 10 firms report they provide one or another form of sick leave policy; while 9 report they have no formal policy (other replies, 3).

Four-fifths (37 or 80%) of the 46 firms reported that they do not give a <u>pre-employment physical examination</u>; 9 others replied in the affirmative (with 6 of the 9 reporting referral to a local physician or clinic).

Nearly two-thirds (30) of the 46 firms report that they do not have minimum physical requirements. Among the others, 8 reported that the applicant must generally be able-bodied.

A total of 16 firms reported <u>health insurance</u> (Blue Cross,
Blue Shield, etc.) including 2 that also provide medical
facilities; 9 reported referral to a local physician or clinic
and 2 reported that the union assumed responsibility for the medical.



Major Job Operations

The majority of job operations range from unskilled through skilled.

Organized by Union Labor

28 firms replied in the negative and 14 in the affirmative regarding union organization. Hence the ratio of non-unionized to unionized is two to one. (Other replies, 4).

Hiring or Not Hiring of Handicapped Workers

About a third of the 46 firms (16) reported that they hire handicapped workers; 22 reported in the negative (8 others reported that they had formerly hired handicapped workers but not at present).

Almost three-fourths (31 or 67%) of the 46 firms reported that they offer some form of <u>training on the</u> <u>job</u>; another 12 reported that no training is given (other replies, 3).

Nearly two-fifths of the firms (18 or 39%) follow a practice of promotion while 15 state that they have no formal policy (other replies, 13).

It is seen from this composite picture that probably the handicapped worker would have to have a work tolerance up to an eight hour day; that the chances are he would have a brief rest break morning or afternoon or both and that he



would very likely have a half-hour lunch period. He would need to build up considerable physical tolerance to hold a job in one of the plants.

To be more specific, however, as to the working situation of the 16 firms that report they hire handicapped workers, the following table is presented:

Composite of 16 of the 46 Firms that Employ the Handicapped

Working Hours.

12 of the 16 firms reported an 8 hour workday; 4 others more than 8 hours.

Coffee Break.

15 of the 16 firms reported a coffee break.

Lunch Period.

10 firms reported a one-half hour lunch period.
2 reported a period up to 45 minutes; 4 reported one hour.

Lunch Facilities.

7 firms reported that they do not provide lunch facilities; 7 reported a facility such as vending machine, lounge, etc.; and 2 reported cafeteria.

Vacations.

15 of the 16 firms provide a vacation period, for the most part two weeks.

Sick Leave.

11 firms reported in the negative regarding sick leave; 5 others reported 5 days after 1 year.

Union Organization.

Nine out of the 16 firms have union organization; the others do not.

Pre-employment Physical.

12 of the 16 firms do not give a pre-employment physical examination; 4 reported in the affirmative.



Kinds of Medical Care

6 firms reported in the negative; 6 others reported some insurance plan; 1 reported compensation; 2 physician on call, and one a combination.

Job Training

15 of the 16 firms reported training, formal in some firms, informal in others.

Upgrading Practices

A majority provide some form of promotion or of pay increase.



A FEW PROFILES FROM THE FIRMS PERSONALLY INTERVIEWED

To indicate the policies, points of view and practices of some of the 46 firms on Long Island which assisted in the study, the following profiles are presented.

The selection of firms and profiles was made on the basis of presenting some of the outstanding factors which are seen to be in operation in a variety of firms.



Interview with an Executive of the Company

This large firm hiring several thousand employees manufactures electrical and electronic products on government contracts. The employees have a pre-employment examination "designed to assure that a person performing be placed in a job where he is not working in jeopardy." The types of job operations are a combination of both unskilled and professional. The employees work in two 8-hour shifts, have coffee breaks, morning and afternoon, have a lunch period of 30 to 45 minutes in the company's cafeteria. After one year they have a 2 weeks vacation period and after 15 years they have 3 weeks. There is no sick leave with pay. There is group insurance - hospital and surgical.

There is an established training program in areas where it is difficult to get personnel and in other areas to encourage incentive; there is no formal system of upgrading, but there is a written policy of promoting from the inside rather than outside. Performance is evaluated by the supervisor except in the higher scale jobs where there is a performance evaluation procedure.

The firm hires handicapped workers "quite a few" (the informant was not sure how many). The kinds of diagnostic and disability grouping of the handicapped employed are: cardiac condition, paralysis (hemiplegia), paraplegia, arrested tuberculosis, amputation, diabetes, epilepsy. The company has hired the handicapped for "quite some time." In the past few years the physical examination has been redesigned to fit more handicapped to the job.

In certain types of job, however, the handicapped (kind of disability not specified) are not employed because of hazard to them and fellow-workers.

The firm has had a favorable experience with the handicapped worker. In attendance record he is "generally as good as the non-handicapped, if not better." In punctuality his record is generally good; he is given preferential facilities in parking and in time leaving." His productivity is "equal to the non-handicapped - in some cases better." In attitudes he has "greater job interest than the non-handicapped because job opportunities are limited - he has better application and performance and motivation." His accident rate shows "no difference (from non-handicapped), if anything it is better; he tends to be more careful."

The company has participated in group programs to employ the handicapped on both a national and local level and supplies sub-contracts to a firm using the services of the handicapped.

When openings are available, the chances for employment of the handicapped are good in this large firm. The data bear out the fact that the handicapped workers mentioned are able to make a favorable record in open industry. The firm is taking an active part in the nationwide efforts to employ the handicapped.



Interview with Executive of the Company

This small firm makes metal parts for the aircraft industry on a sub-contract basis. The operations primarily are assembly work. Upgrading practices consist of financial increments rather than upon rank. The firm presently hires one handicapped person with orthopedic disability. The firm's experience with the handicapped has been favorable in every respect. A person who is blind or one who must use a wheelchair would not be employed. Also, persons considered unemployable would be with cardiac condition, diabetes, epilepsy.

This employer has participated in community programs for hiring the handicapped and has had some contacts with a rehabilitation agency. He said he can use handicapped workers in accordance with the limitations above described.

This is a small firm which has already hired at least one handicapped worker and is willing to use others. However, the nature of the assembly line work is believed by the firm to be prohibitive to the use of workers with certain kinds of disability. Could some adjustments in operations or in machinery be made to accommodate workers with the disabling conditions mentioned above who are now thought to be unemployable?



Interview with President of the Company

This manufacturing company employs nearly 300 full-time workers. Their job operations are varied from clerical to machine shop activity. The firm operates primarily on sub-contracts.

The company's president expressed an interest and concern as regards employment of the handicapped. During the interview, he drew upon his past experience as well as his present situation.

He stated that of his nearly 300 employees, 10 are physically handicapped; inclusive of such disabilities as orthopedic deformities, amputations, atrophied limbs. He stated his feeling that no handicapping condition is prohibitive in his firm if selective placement is done. They would hire a person with epilepsy if the condition were controlled. There are only a few jobs for cardiac-handicapped persons.

"We have hired the totally blind, perhaps prohibitive in certain specific jobs. There is a right man for the right job despite physical capacity. There is no difference as to physical capacity any more than race or creed."

This firm, too, takes a positive point of view regarding the hiring of all handicapped if selective placement is done.

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Interview with Executive of the Firm

This firm, engaged in manufacture of plastic materials, has 40 employees. The firm first employed handicapped workers in 1957; to date only a few have applied.

The firm's experience with the handicapped has on the whole been only fair or actually unfavorable. For instance, the attendance record was found to be poor, and productivity fair; some were found to be slow. On the other hand, they were "all right" as to punctuality and there was no problem of accidents. Three were laid off, "didn't work out too well" but the firm would hire orthopedically handicapped. However, one of the difficulties at the plant is that wheel-chair workers find the stairs to the second floor prohibitive. The firm would not hire persons with cardiac condition, diabetes, or epilepsy or anything where a person might become unconscious.

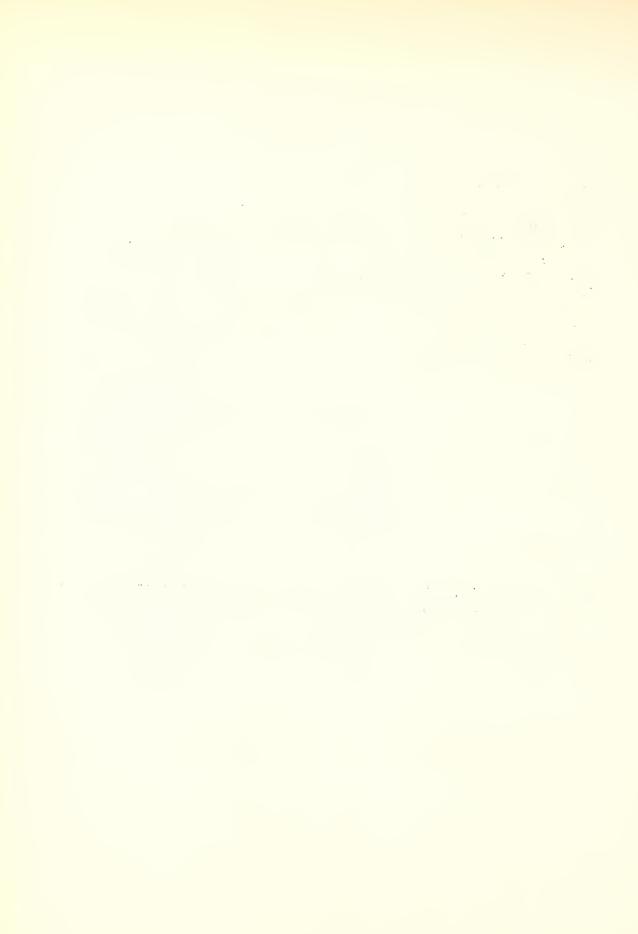
This firm has had certain adverse experiences with handicapped workers, but expresses willingness to hire the orthopedically handicapped. This profile shows the problem of unsuited physical facilities of a plant in employing handicapped with motor disability.



Interview with Executive of Firm

In this small firm making and installing a steel appliance, there are 7 employees. The chief requirement for the labor (unskilled) needed is "a good strong back primarily." The firm indicates that it has never hired handicapped and would not presently hire them except in office work. Especially named as unemployable would be workers with cardiac condition, diabetes, epilepsy, and orthopedic condition. The company's head emphasized the need for a realistic approach to the "job to be done and the right person to do it."

Here the small firm having only a few employees reaches out to employ able-bodied with physical stamina, but makes exception of clerical workers. The chances for the handicapped in this type and size of industry would at present be minimal or non-existent.



Interview with Executive of Firm

This company manufactures coats and suits on a contract basis from other manufacturers, and employs 70 full time workers on a piece work basis.

The company's working hours are 8:30 to 4:30, with a one hour lunch period and two coffee breaks, morning and afternoon. Facilities include a sitting room. There are no vacations with pay; and there is no sick leave with pay (union welfare or disability funds are drawn upon). Criteria for employees are "able to work, skilled in the job to be done." There is no pre-employment examination; medical care consists of hospitalization and compensation.

The firm has hired the handicapped for 6 or 7 years and employs 1 person with diabetes. Formerly employed were 2 with cardiac condition and 1 with orthopedic handicap (short arm). Persons with epilepsy would be hired if seizures were controlled.

Experience with the handicapped worker has been good, "I wish all employees were as good." The informant said, "This industry would be a very good one for the handicapped - they should apply more - I think there's a place for them. Help is hard to get."

This firm has a very positive attitude toward hiring the handicapped. Ability to produce in quantity and job skills would be needed.



Profile

Interview with an Executive of the Company

This firm manufactures industrial plastic products. There is a work force of 150 to 175 employees. The type of job operations is assembly line.

This firm began to hire the handicapped 10 years ago and presently has three or four handicapped workers with "leg difficulties - can't walk too well."

"There are certain disabilities that are prohibitive: cardiac condition (the firm was discouraged by 1 case of a worker who died suddenly), and epilepsy - "could be fatal - dangerous machines").

Workers having diabetes and orthopedic conditions are considered employable.

"Other workers don't mind once the handicapped worker is established; personality counts," the informant said.

Regarding plans for participation in community programs for rehabilitation the informant said, "Yes, if 40 minutes long - no time for conventions."

This firm expresses a positive attitude about hiring the handicapped. In regard to hiring the persons with cardiac condition, the firm had one bad experience and would need to be reassured by medical advice and rehabilitation services. The person with epilepsy is presently excluded - might there be a possible place for him if his seizures are controlled?



SUMMARY OF FINDINGS FROM FIRMS

In this section the findings are summarized regarding the points of view and practices of firms with respect to the hiring of handicapped workers.

The sample was confined to manufacturing firms with a work force of at least ten employees as listed in the Long Island Association's 1956 Directory of Commerce and Industry.

Firms That Hire Hardicapped Workers

With respect to the 116 firms that presently hire the handicapped, it was noted that non-electrical manufacturing firms and electrical-electronic companies employ persons with the widest range of handicap in rank order as follows:

<u>limb handicaps</u> (54); <u>hearing</u> (38); and <u>visual</u> (27). Only

13 firms reported that they hire workers with mental and nervous conditions.

Drawbacks Expressed to Hiring of Handicapped

The sources of information about drawbacks to hiring the handicapped were the 290 firms answering the questionnaire.



The two drawbacks most frequently reported were

need for tailoring of jobs (141) and accident and insurance

risks (101); 44 firms stated reservations about the pro
ductivity of handicapped; 17 were concerned with the

attitude of other workers.

Classified by type of industry those reporting the largest number of drawbacks were engaged in non-electrical manufacturing, home and building equipment and electrical-electronic manufacturing.

Experiences of Firms With Handicapped Workers

With respect to experience, nearly 30% of the 290 firms which have hired handicapped workers report that they have found the handicapped worker to be average or better and some (38) state that they have found the handicapped workers among the best.

With respect to point of view expressed by the 46 firms with whom personal interviews were conducted it was noted that favorable replies outweighed the unfavorable by a large majority with respect to attendance, punctuality, productivity, and accident rate.

Participation in Programs

33 of the firms reporting indicated that they have participated in programs concerning the handicapped.

: 60.

Plans of Firms Regarding Hiring of Handicapped

Among the 336 firms about 13% did not reply. Among the 291 who did reply, the majority (221) said they do not plan to hire handicapped workers. In specifying the type of handicapped worker considered unemployable some of the major ones were as follows: persons with visual impairment (94); limb handicaps (87); epilepsy (26); diabetes (16).

The types of industry largest in number which do not plan to hire the handicapped are non-electrical manufacturing (50), home and building equipment (36) and electrical-electronic manufacturing (25).

Of the 70 firms reporting that they plan to hire the handicapped in the future, 47 are the larger firms hiring more workers; 23 are smaller firms hiring fewer than 50 workers. It is concluded that the chances for future employment of the handicapped worker appear greater in the larger firms.

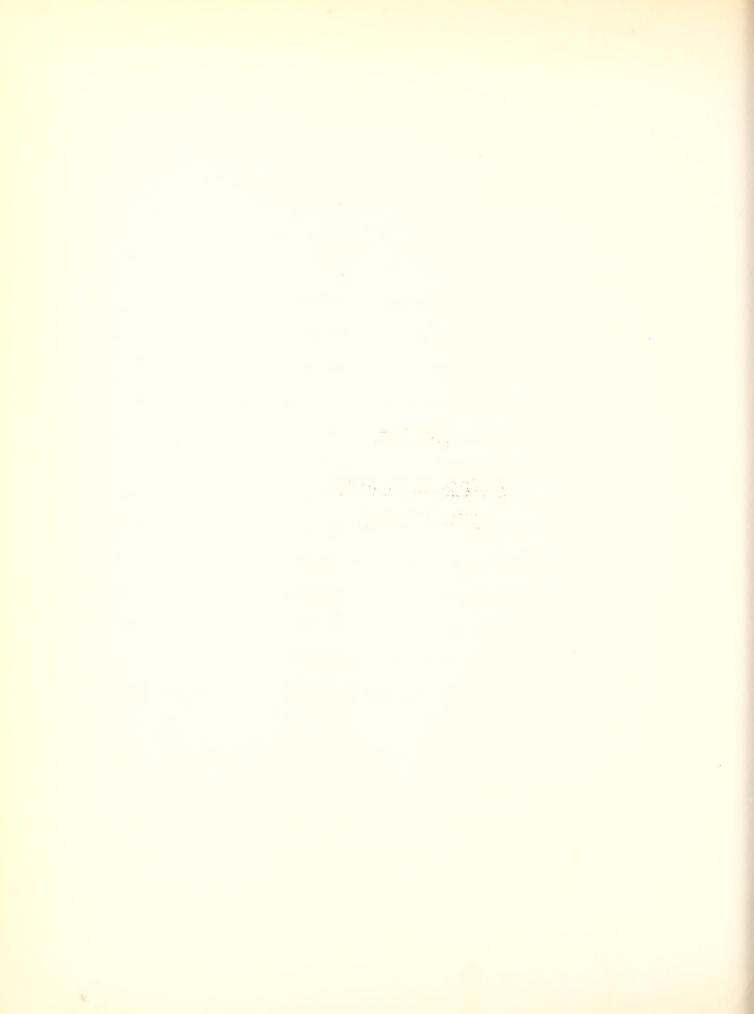
Classified by industry, about the same number of those who plan to hire are in non-electrical manufacturing, (19) and in electrical-electronic manufacturing (18).

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PART FOUR

FINDINGS OF THE STUDY;

RECOMMENDATIONS



CHAPTER IX

FINDINGS OF THE STUDY; RECOMMENDATIONS

I.

The Overall Picture

The findings of the study have been contributed by 881 handicapped persons, 661 of whom were interviewed. In addition, data have been obtained from 336 manufacturing firms on Eastern Long Island with respect to their policies, points of view and practices regarding the employing of the handicapped.

In accordance with the aims of the project, the data obtained regarding handicapped interviewees include the following social factors: medical history, education, training, kinds of jobs held in the past and in the present, skills used, potential skills, conditions at work, opportunities for learning, group affiliations, and plans for the future. To consider the relationship between the vocational status of the interviewee and his life situation, the data also include factors from his home and community life.

The findings have been considered in the light of a framework of sociological values present in the large middle grouping of American society of which these handicapped interviewees are a part. To consider the values represented the literature on the subject was taken into account and also four



neighborhood studies were conducted in communities where some of the handicapped of the study reside, so that the social findings regarding the handicapped could be considered in relation to the general population.

Social factors present in the various settings and services of the continuum in the process of vocational rehabilitation have been taken into account.

Out of the findings of the first two years, special attention in the final year was given to considering the question of why some handicapped persons have obtained jobs and others have not. With this aim in view, follow-up interviews were conducted with fifty handicapped persons previously interviewed in the first two years of the study.

Also, in the third year a sub-study was made of 336 firms on Eastern Long Island with regard to their policies, points of view and practices regarding the hiring of the handicapped.

II.

Findings Regarding the Handicapped²

In the following passage some of the findings of the study are summarized and discussed.

General Values

1. The basic assumptions with which the study commenced have held true; namely, (a) that the handicapped person

Schedules and questionnaires have been made available in the First and Second Interim reports.

²Detailed data on given items from schedule and questionnaire are presented in the chapter on overall findings and in the General Tables located in the Appendix.



- is primarily a person and secondarily a handicapped person;
 (b) that work conditions and situations affect other areas
 of social living; (c) that the factor of handicap can be
 recognized by the individual so that he can make the most
 of his abilities.
- 2. The ways of life and the mores of most of the handicapped interviewees were found to be like those of the middle grouping in American society. The obtaining of gainful work has enabled many of the handicapped persons of the study to attain and maintain a social role within this middle grouping in their community.
- 3. Diagnostic and Disability Groupings: More than a third of the interviewees showedprimary disabilities of an orthopedic or neuromuscular nature. Of these, more than a fourth showed post-poliomyelitis affect. The next largest number (about a tenth) reported a disability grouping of tuberculosis. Seven per cent reported cardiac impairment as primary disability. More than a third of the 661 persons reporting on that item said they had sustained the handicapping condition ten or more years ago. A large number (236 of the 661) said they had acquired the handicap through disease.
- 4. Family Constellation Factors: Nearly two-thirds of the 661 persons who are single were, as a rule, living in the parental

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home. More than two-fifths said they live in households with two or three other persons and nearly one-fifth live in households of four or five other persons; and a few live in large households of six or more persons besides themselves. The interviewees tended to be family-centered with respect to such activities as having some or all of their meals together, spending holidays together and visiting relatives.

- 5. Ecological Factors: Most of the interviewees were born in the United States more than half of them in New York City. By comparison, 291 reported that both parents were born outside the continental United States.
- 6.Regarding home ownership or tenancy nearly a third of the
 661 interviewees stated that they are home owners while
 nearly a fifth said they lived in rented apartments.
 Slightly less than one-fifth said they lived in the parental
 home. Three-fifths of the interviewees reported that they
 reside in Nassau and Suffolk counties. The next largest number
 stated that they reside in Queens and Kings counties, Long Island.
- 7. Social Stratification: 302 interviewees stated that they had some or a completed high school education. In addition, 88 indicated a partial or completed college course. 166 of the 661 interviewees said that they had no friends. Of



107.

those who reported in the affirmative, 167 said they have four to eight friends, and 143 said they have more than eight.

- 8. Socio-Economic Factors: Of the 661 interviewees, 447 were employed and 210 were unemployed. The handicapped workers employed in open industry were reported to be regular in attendance; they showed skills on the job, and were productive of goods in both quantity and quality. Some firms indicated that the handicapped workers are among their best employees. A large number of the interviewees indicated that they plan to stay on their present job.
- 9. Psychological Factors: Data in this section are largely drawn from the third year's study which placed special emphasis upon psychological factors.

Among the fifty handicapped persons selected for follow-up interviews, there were twenty-six employed and twenty-four unemployed. From the standpoint of numerous social variables, a comparison between the two groups showed them not to be very different as far as general social factors were concerned. The chief difference appeared in relation to drive and aspiration. Here many of the employed appeared to have more drive toward occupational goals than did many of the unemployed.

10.A considerable number reported aspirations for the future including such plans as another job, their own business, marriage (if single) and further education

This might be interpreted as an advantage in the form of security and rootedness; on the other hand there might be a disadvantage to some, especially those in a workshop, in relation to encouraging incentive to enter open industry.

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III.

Findings from the Neighborhood Studies

(Conducted in order to compare patterns of the handicapped persons of the study with patterns of the general population).

ll. The social patterns of the handicapped were found to be quite similar to those of the non-handicapped population in the neighborhood studies. In ways of family and neighborhood, the handicapped were pretty much like the "Joneses".

IV.

Findings from Industrial Firms

- 12. Of the 336 manufacturing firms; a little more than a third indicated that they hire handicapped workers.
- 13. The handicapped were located mainly in the large firms
 hiring over fifty employees, and primarily in three types
 of industry: manufacturing, non-electrical; manufacturing,
 electrical and electronic; and home building and equipment.
- 14. The two drawbacks to hiring the handicapped most frequently reported were concern regarding need for tailoring of jobs and concern regarding accident and insurance risk.
- 15. The majority of the 116 firms hiring the handicapped stated that they had found such workers to be at least average or better; 38 firms reported the handicapped to be among the best employees.
- 16. Over two-thirds of the firms contacted indicated that they do not plan to hire the handicapped.



SPECIAL PROBLEMS

Problems of individuals with a handicap were found to run the gamut of human experience. In gathering the data there were, however, found to be several problems of a compelling nature:

Persons with Epilepsy

While a few persons with epilepsy in the study population have been able to find jobs, others in applying for work have met with refusal chiefly because of the fear on the part of the employer that the person with this disability might become entangled in dangerous machinery and might bring harm to others while in a state of seizure. With medication now available, the chances are that with many persons the seizure might be placed under control. However, a good deal of work will have to be done to help the employers allay their fears and to encourage them to make the type of job placement in the plant which will offer the necessary safeguards to the person with this disability.

Persons with Mental and Nervous Condition: The predicament of the former mental patient who is in remission from a severe emotional problem was very apparent throughout the study. There is no doubt that the person with an emotional disorder may have a hard time in meeting the pressures placed upon him on entering or re-entering the work force. Yet recent studies of post mental hospital patients have shown that under suitable



conditions and understanding supervision this person may have a great deal to offer in the industrial world. The employer needs reassurance regarding the readiness of the person to undertake a job. Demonstrations are under way, and other exploratory studies are needed regarding the kinds of adjustment which mental patients can make.

Persons with Mental Retardation:

In the course of the study there were found to be many persons who, because of retarded development, were unable to obtain work. Here the role of the workshop is seen as an intermediate step in offering training and in helping the retarded person to establish good work habits and social relationships. Already some persons with mental retardation, as a result of training in a workshop, have found their way into open industry; and further studies are being made regarding the kinds of occupations in which they can be most useful. The persons of this study reflect the problem which the mentally retarded individual still finds in trying to become a gainful worker.

The Homebound:

Especially poignant was the situation of the homebound person so severely handicapped as to make gainful employment outside the home well-nigh impossible. Many of these persons thus

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afflicted have been living in a state of loneliness and with feelings of frustration. In many instances, work has been brought to them and they have been able to earn modest amounts. But they need further help in mastery of equipment, and in tailoring of the job, in further training which will enable them to make the most of what motor skills they can muster. Then too, they need a wider variety of types of job and further help in upgrading into the next kinds of skills. Thus they may be able to develop more incentive and find additional enjoyments in the job.

The Older Worker:

It has been noted that many persons over the age of fifty have found work in either a workshop or open industry but there has been only a beginning made in the acceptance of such older workers in the field of industry. The problem is accentuated when the aging person has a physical condition such as hemiplegia, or cardiac impairment, which must be taken into account in the job adjustment of this older worker. The study has added to existing knowledge regarding the social life of the person in the older age group.

The Unemployed:

And last, but by no means least, is the large number of unemployed (some of whom have been described in connection



with the other special problems). In the population of the first year, twenty-five of the fifty-two handicapped persons who had made application for jobs and had been placed on a waiting list were still unemployed at the time of the home visit by the interviewer. In the population of the second year, one hundred eighty additional persons were seen to be unemployed - a very large number in the total population of the study.

In considering this factor, it can be kept in mind that some persons were deterred by the severity of their disability, others were still in the status of being medically rehabilitated (as in the case of some of the persons interviewed by public health nurses).



Some Implications of the Findings; Recommendations

In the light of the data, some recommendations are as follows:

(1) Regarding Counseling of the Handicapped:

Further counseling of the handicapped regarding work placements to enable them to make the most of their talents; further counseling to help the discouraged to develop incentive; further development of training and retraining to help the disabled worker to offer maximum skills.

(2) Regarding Work Settings:

Further locating of the handicapped in the home, and the making available of information regarding vocational rehabilitation opportunities. Further consideration of the training of the homebound worker to make the most of his vocational abilities and to assist him in broadening his social horizon when that horizon as yet is restricted. Further consideration of the social role of the workshop as a transitional experience for those who can be made ready by training to enter competitive industry. Also further consideration of the social role that the workshop may play in the lives of people who find this as a terminal experience because of disability which forbids their entering the open market.

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(3) Regarding Industry's Employment of the Handicapped:

Further reassurance to competitive industry regarding
the ability of persons with a handicap to do the job.

Also measures to allay the firm's fears regarding
accident risk. The encouraging of additional
opportunities for the handicapped workers in medium
and smaller size firms as well as in the larger
industries of Long Island.

In the light of the findings, it is indicated that further education of the public is needed with respect to the potentials of the handicapped as gainful workers.

In the three years of the study, it has been inspiriting to observe the advances made by the handicapped as earners, now in one setting, now in another. The handicapped of the study population have been found to be pretty much like non—handicapped middle grouping Americans in their social values in their world of home and job, in their dreams of a brighter tomorrow. Like their neighbors, many are earning to make payments on their home. They take pride in personal appearance. At work, they are a sober, industrious group of people. When idle, they are apt to feel the frustrations that other people do who are jobless. These are some of the social factors in the job placement and community life of the handicapped in relation to Long Island industry.







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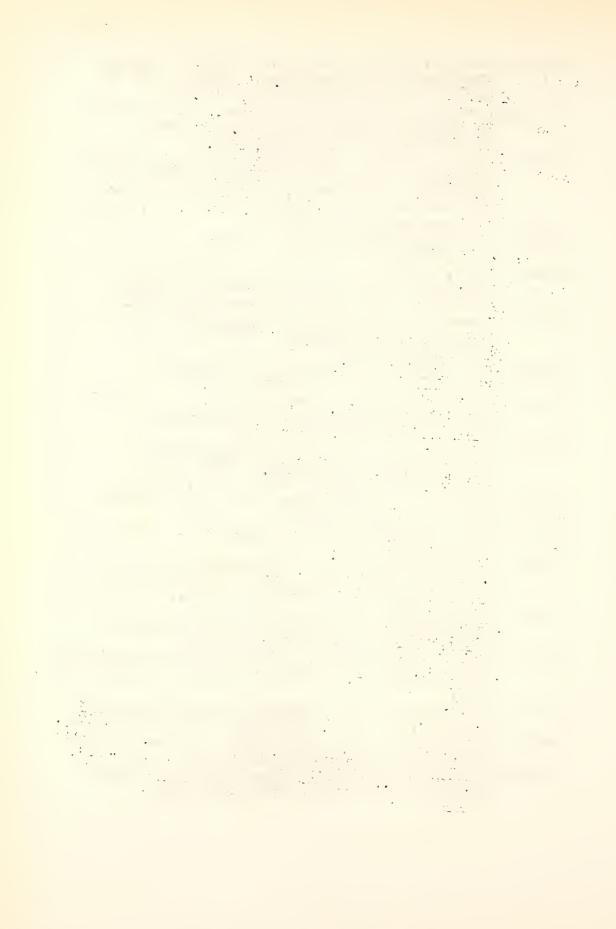
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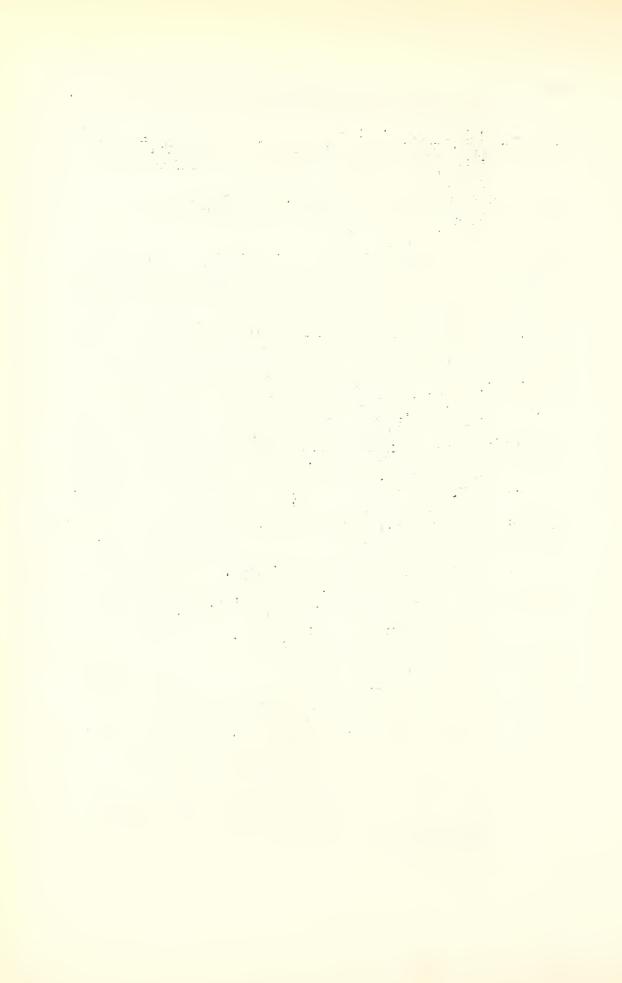
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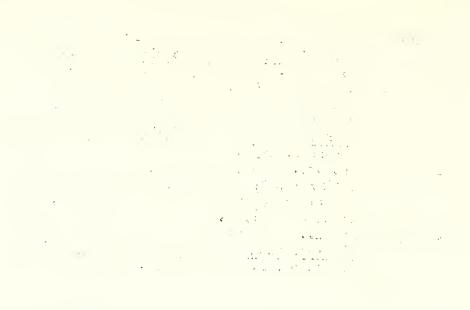
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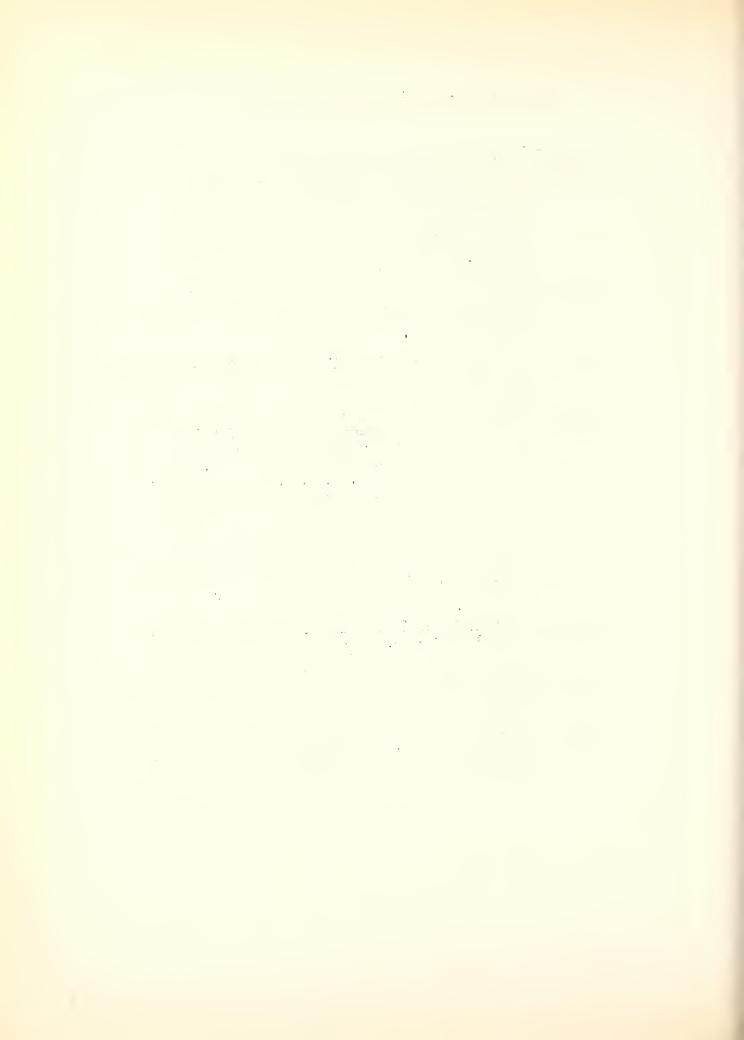
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SOCIOLOGICAL AND PSYCHOLOGICAL ANALYSIS

In the following pages, the profile of one interviewee has been selected to show the sociological analysis used in the study. First, a summary of the profile is given; this is followed by the narrative report with sociological evaluation. The report from psychological tests used in connection with the narrative is also included.



Eval-

Sociological

ANALYSIS OF SOCIOLOGICAL CATEGORIES IN NARRATIVE REPORT

FREQUENCY	COUNT	TOTALS
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	+		+
Family Constellation	20	4	0
Ecological	10	4	2
Social Stratification	8	10	0
Group Identification	7	5	0
Socio-Economic	6	7	1
Psychic Factors	26	19	5
Totals	77	49	8

Digest of Profile

This is a man with arrested tuberculosis who presently is employed in a workshop for the disabled. He is a man who felt the sustaining forces of his family in his early childhood, experienced the challenge of opportunity in his newly adopted country; earned a living, enjoyed his relationships with others while in the Armed Services, returned to self-support as a civilian.

He married a young woman who has mothered the family and has helped him through the bleak period of illness by going back to gainful work. (A status of dependency upon her which was acceptable to him because he believed this to be temporary and that he would return to his role as breadwinner.) He has two children: he worries a little about his son's growing independence, but has faith in him; and he has considerable pride in his daughter's excellent school record.

He has discontinued his hobbies, but takes his family on picnics in his spare time. He has been able to cope with his illness and has accepted the fact of a hearing loss. He is somewhat downhearted, feeling a loss of social status in the present crowded apartment and hesitates to invite friends to visit. However, he still hopes to regain his economic status and one day go in business for himself.

Analysis of Marginal Entries	Narrative Report	ua- tion ²
	Presenting Situation This 52 year old man lives in a four room apartme	nt
S.E.Econ.status marginal S.S.Social Status marg- inal	in a housing project in Queens County, with his w	ife -
F.C.Family Circle pres- ent	and two children (ages 15 and 17). He has made no	+
Ecol.Residence Rooted	changes in address in the past four years. He in-	(+-?)
Psy.Body image trauma, resulting in devalua-	curred tuberculosis in 1942; was in the hospital	
tion	two years. He has been working at a workshop sin	ce -

Abbreviations signify: F.C. (family constellation); Ecol. (ecological factors); S.S. (social stratification); Group (group identification); S.E. (socioeconomic); Psy. (psychic factors).

September, 1955.

The plus or minus sign in the righthand column signifies the evaluation given to the item listed on the lefthand side of the page (according to positive or negative weight). The plus-minus sign is used for those items in which the predominant weight cannot be assessed and the item is therefore at this point excluded.





App.3



Sociological Analysis

Psy.Self-concept

strength

concept

period

trauma. Threat to concept of male

Psy. Self-concept

dence for long

Psy.Self-concept

devaluation

competence

ing

boy

resulting in self-

Psy.Self-concept of

Group. Socialization

S.S.Limited school-

Psy.Self-concept self-reliant as

S.E. as a child econ.

situation low

In 1942, he was suffering from a prolonged, severe cold for which he went to the company doctor, who also believed it to be an ordinary cold. However, as he continued to cough and to complain, in 1943 an X-ray was taken, showing that he had advanced tuberculosis particularly severe in his right lung. He stated that this first news of his illness had hit him very badly. He had been used to playing football, and would, in the plant, walk up six flights of stairs instead of taking the elevator, describing himself all the way as a definite "he-(-?)exaggeration of male man". Because of this tuberculosis he was hospital-Ecol. Change in resi- ized immediately and remained there for two years. Also, while working at the airplane factories during the war, both his ears became affected and his hearmultiple body trauma ing presently is very bad in both ears. Schooling He remembers that he got along well at school and that he had many friends at school. He had to leave school after the eighth grade. Work History He started first to sell newspapers and claims that he was busy, leaving the house at six o'clock in the

morning and not returning home until eight o'clock in

the evening. All his earnings were handed over to



Profile 0-018		Eval- ua-
Sociological Analysis		tion
F.C. Family kept intact	his mother who had to support him as well as hersel	<u>f</u> +
	out of what he made.	
S.S.Occupational status improved	On coming to the U. S. he started to work in a shoe	+
Ecol.change to U.S. liked America Ecol.acculturation	factory as a finisher. He said he liked America fro	<u>m</u> +
	the start and was very happy with his work and the	+
Psy. Feeling of	feeling of independence.	+
independence Ecol.Held job one	After one year of work in the shoe factory, he quit	+
year, (rooted)	his job and became a member of the fire department,	
Ecol. Return to old	but stayed there only a short while and returned to	+
job (rooted)	his previous job at the shoe factory. He had an	
	arrangement whereby he would work all winter long a	ıt
Psy. Drive: initia-	the shoe factory and then during the summertime wou	<u>ild</u> +
	-work at a resort hotel, first as a dishwasher, thus	-
S.E. Earned extra	making more money than with his factory work. After	, +
Psy. Drive: initia- tive	some time, he was able to <u>learn how to drive</u> and go	rt +
S.S. Improved occup.	himself a chauffeur's license and worked as a chauf	`- +
	feur during the summer months in the hotel, bringing	
Psy. Self-concept (useful to hotel)	in the marketing and doing other traveling for the	+
	hotel.	
Psy. Wish for adven-	In 1925, he enlisted in the army because he felt th	at (+?)
ture Psy.Self concept as soldier appealed to	army life would be nice and that somehow the wearing	<u>1g</u> +
him (possible iden- tification with	of a uniform had appealed to him. He also stated th	at
brother) Psy.Fear re permanent status	he had heard it would help him establish his eligi-	-
	bility for citizenship if he could show his intenti	ons
	through some service in the Armed Forces. He was s	ent
Ecol. Away in Panama	to Panama and was serving in the Air Force there	(+-2)

App.5



		App.6
Profile 0-018		Eval-
Sociological Analysis		ua- tion
	During the three year period of his service, he	
S.S. Occupational sta	received a promotion in rank. He does not offer	+
tus improved in army	very much information about these three years in	
Group: Identifica-	the Armed Forces except that he got along well wit	<u>sh</u> +
tion	his buddies, enjoyed life there and that he was like	ced
F.C. Father surro-	by his superiors. He stated that when leaving the	+
gates acceptable	army, his superiors had told him that if he should	ì
Psychic: Felt secure	be unable to find work, he could return and get in	nto +
(could return to service)	the regular army, making it his career. He was als	50
Psy. Self-concept	offered, if he should consider this career, to be	+
able to make choice	sent to school for special training.	
F.C. His own family started	Shortly after he was married (1937) things got dif	ffi- +
S.E. Loss of job	cult at the air field and he was laid off.	tone
S.E. Job obtained,	He took a job in Honduras as a mechanic, taking hi	s +
F.C. Wife with him	wife with him. However, after a few months there,	he +
Psy.Self-concept threat (illness)	contracted malaria and had to return to the States	<u>.</u> -
Ecol. Return to U.S.	In the meanwhile, he had become an American citize	<u>n</u> , +
citizenship (rooted ness)	and at the start of World War II, was able to get	
S.E. Job Improved econ. status	work in airplane factories, which he enjoyed great	cly. +
Psy. Self-concept devaluation as male	For the past thirteen years, he has been unable to	2 -
provider Ecol. Away from home, ill 2 yrs. S.S. Present occup. status marginal	work; two of these years were spent in the hospita	1
	His present type of job in the workshop is assemble	ing -
	toys.	
	Marriage and Family Relationships	
F.C.Brother served as father surrogate	When, at the end of the war, his brother went to t	he +
Ecol. Brother came to United States, ac- culturation	United States, he had hoped from the very first da	y (+?)

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Sociological Analysis

F.C.Started his own

ercise male role as head of family

Psy.His need for

authority status

F.C.Son growing up

Group: His rejection of son's companions

Psy.Fantasy goals for

with son. He sets own values for son

daughter favorable

socialization with

acceptable group S.S.Daughter's educ. goals

Psy.Rejection of son

Psy.Pride in daughter

S.S.Ed.status of

Group:Daughter's

son. Projection Psy.Identification

S.E.Son plans to leave school and

go to work

family

show more interest in the eldest daughter of his sponsor, who by now had grown up. He started to go out regularly with her and in 1937 was married to her, while still working at the air field as an aviation mechanic.

They have two children, an older son, presently aged

17, and a younger daughter aged 16. He indicated

F.C. Continues to ex- that he still considers himself as head of the family,

and all decisions, to this day are made by him. "They have to come to me and I make the decisions."

His son now at the age of seventeen, has quit school +

and intends to go to work. He also mentioned that (+-?) because of the poor neighborhood they are living in,

his boy became <u>friendly</u> with teen-agers in the

neighborhood, which he <u>feels</u> is not a good thing for

his son. He had been dreaming of his son going to

West Point and having an army career as he had done (-?)
once, though on a different level. He states that

his daughter is very studious, is at the top of her + class and belongs to a club made up of high school

young people in the metropolitan area who are advanced + in their studies and have very high grades. Recently

she was made president of this club. She hopes to

receive a scholarship to go to college after finishing +

high school next year. He is quite disappointed in

his son who is not the studious type and had only poor grades in high school.



Dec. 62.7	Αp	p.9
Profile 0-018		Eval- ua-
Sociological Analysis		tion
S.E.Econ.deflation	All his savings had been used up during his illness	***
	and his wife, who had not worked gainfully since	
Psy. Adjustment to wife's role as wage earner	their marriage, had to go back to work. His wife ha	d +
	become the actual breadwinner and had to provide for	
	herself and her sick husband.	
	(In the 1956 interview, the interviewee reported that	t
F.C. Evidences of family cohesive-	the family members have their meals together and tha	t +
ness	they spend Thanksgiving together. He said he visits	
	his brother once a month. He also stated that he	
Group.Non-identifica- tion of interviewee with clubs	does not belong to any club or association.)	(-?)
	Other Social Relationships and Interests	
F.C.Support given	Although he and his brother kept sending money home	+
to his mother (Code of filial duty)	s to their mother, there was still enough left for him	
	to start taking an active part in sports and he was	
	particularly interested in swimming and high diving.	+
ests, self concept of strength	He was able to go out with friends, people from the	
Group.Former social-	old country who were working in his place of em-	+
ization	ployment.	
	Because of the change in his residence he no longer	
Psy.Deprived of en- jòyment in hobbies	is able to continue with his previous hobbies but	_
	states that he likes to fool around with his car,	
	doing repair work on it, and that he takes his	
Psy.Other satis- factions	family out in his spare time, on weekends, to go to	+
F.C.Evidence of family cohesiveness	the country picnicking. He states that his son	+
Psv.Difficulty in	practically never wants to come along but that his	-
cent status of son Psy. Approves daughter while critical of s	daughter still joins the family on these outings.	(-?)



App.10 0 - 01.8Evaluation Sociological Analysis He has had a hearing loss (partial). This hinders Psy.Sensitive re hearing him in making contacts with people, he says, and Group . Hearing handicap harmful for socialization, he states he states that there are definite difficulties even F.C.Some rejection implied with his own family. He states that his son "never Psy.Some rejection of would repeat what he says although he knows that I son implied frequently do not hear exactly what he has said to me." They are now living in a four room apartment, in a S.S. Feels social sta- housing project, where they are somewhat crowded. He tus lowered considers this as a step back on the social ladder and gives this as a definite sign of lower status. He indicated that this preys on his mind. He cannot invite people and gives this as the main reason why Group.Non-socialization (attribthey are living practically without outside contact, uted to poor housing conditions) and hardly ever meet any friends at all. After his illness he had made a workshop for himself, always Psy.Drive, initiative having liked to work with tools, making all kinds of leather goods and metal work as a hobby. (In the 1956 interview he stated that he spent his leisure time reading and working around the house). Outlook and Plans He indicates that all his dreams are shattered and Psy.Frustration he feels somewhat downhearted about it. He blames his illness for this, feeling that if he could have continued working his income would have provided better for his family and things would have turned Psy.Feels devalued regarding son out differently with his son.

Profile

Sociological Analysis

Psy.Initiative

"All the other fellows are ahead of me - they made Psy.Self-concept devaluation a lot of money." But he still has not given up completely and dreams of the day when he will be able + S.S. Has goals for independence Psy.Fantasy re better to go into business for himself. He stated that a future though probably unrealistic short while ago he had had the opportunity to open keeps him hopeful short while ago he had had the opportunity to open up a laundromat but would have needed \$1,000 in cash to start this business, which he hoped would be very successful. Because of the lack of funds, this has not been possible; but he still hopes that one day he will be able with some assistance to get started on some business of his own, repair work, or other. He feels that his tuberculosis has made a great change in his life, but he still hopes to overcome his Psy. Hopes to be able to cope with situation handicap. Ecol. Feels rooted in He plans to continue to work at his present job, states + job that "they can use me well - I know all about Psy.Self-concept (competence) machines." He will leave the job when he can start

Here are noted this man's values: strong family life; his belief in his social role as breadwinner; his desire for acculturation and rootedness in the new country; his pride in social status and in goals for his children; his drive to preserve these values and attain new goals. He still hopes to have his own business but this appears to be an unrealistic goal.

something."

some business of his own, and "I am trying to find

Although his vocabulary test showed him to have lower intellectual functioning (partly because of English language difficulty), his total responses would rate average intelligence. The psychological testing report, which is in general accord with these findings, follows in the next pages.

* -

Profile Code #0-018

Age: 56

Handicapped: Tuberculosis Arrested

Status: Employed

TESTING REPORT

Test Behavior. The subject was very cooperative and pleasant. He responded easily and openly and volunteered considerable information. Besides this tubercular condition (arrested), he suffers a hearing loss. He is of Middle East heritage. He is married, has a 17 year old son and a 16 year old daughter. He was at one time a very active sportsman and was particularly interested in boxing and hunting. He feels his hearing loss may be a result of working near airplane engines in the army where he took no precautions against hearing difficulty. Furthermore, he reports having jumped from an airplane and not having pulled the parachute ringer until the last possible moment "just for fun." He told also the striking story of the onset of tuberculosis. (This is reported here in the event that he did not report it to the interviewer.) For some time before he knew of his tubercular condition, he worked at a job where it was necessary to go from the first to the sixth floor of the building many times a day. There was an elevator which would naturally be used. At the same time he was playing soccer at night with a team. He found that his stamina was giving out and he was being removed from soccer games repeatedly. Feeling he was "out of shape" he decided that during the day he should walk (or run) up the six flights in order to get "in shape." At his third visit to a physician it was discovered that his loss of stamina was the result of tuberculosis. At present he is unable to participate in sports which he gives every evidence of liking intensely. Even at age 56 he is a sturdy, athletically built man. Profile Code #0-018

At his place of employment, it was suggested that the examiner see some samples of the client's work. The client showed the examiner some of his special time-saving devices of which he seemed to be proud. His work at the Center is apparently thought of very highly since he has been hired there on a permanent basis.

1. Intellectual Functioning. The subject obtained a score of 7 on the short form Vocabulary Test. This places him in the below-average category of intellectual functioning according to the norms of this test. Because of his obvious difficulty with the English language, it may be assumed that this depresses the score somewhat. A more accurate estimate, considering his responses to the other tests, would be average intelligence. He is making good use of his capacity. His general approach is conventional. It should be pointed out that of 14 total responses on the Rorschach, 6 were popular. He failed to see the "bow tie" on Card III and gave no R's at all on Card X; otherwise he gave every other popular response and little more of any real substance. His perceptions, however, were clearly seen and accurately detailed. He has a strong need for organization in his thinking and he organizes well on a simple, stereotyped level. His lack of responses on Card X may be adequately interpreted by saying that the organizational complexity of this card was too much for him and he added, "No, I never seen anything like that." We may add on the basis of this comment and other responses that his perceptions do not go far beyond those things that are related to his immediate and direct experience.



2. Relations with People. His relations with people are similarly uncomplicated. He is a warm, responsive person with good emotional control. While his interest in people is not deep or analytical, he responds to people in a simple, direct fashion. He gets along adequately with almost everyone. He is a moderately sensitive person who uses his sensitivity to enhance the harmony of human relations rather than to promote any suspiciousness. He appears to be normally competitive; this quality probably is translated in a work situation into making some effort to establish a personal contribution rather than to run over people or cause tension.

There is perhaps more hostility in his nature than is found in most people, but it is under excellent control. We may interpret that this hostility has taken acceptable channels such as in his boxing and hunting.

In a work situation, his relations are probably highly acceptable. In a supervisory role he would get along with his subordinates well, lead them with a feeling of some strength and clarity of directions. He would not be a candidate for a supervisory position of any complication.

3. Work Characteristics. In his work he shows a modicum of effort. His organizational ability is excellent in a simple job. On a job of this level he even shows some mild imagination and creativity. He does not even attempt the solution of complex problems. He is extremely honest about his abilities. He is a serious worker who gives careful consideration to what he is expected to do. He is in no way slipshod. He is always willing to try something new in his own circumscribed level of operation and is not a rigid person.



- 4. Aspiration and Drive. He shows consistent drive in what he undertakes but he does not undertake any more than he thinks he can do. He does not have high aspirations. He uses his energy to do well what he undertakes rather than to move in any great heights in life.
- 5. <u>Interests and Values</u>. His values appear to center in achievement and in his family. There is no evidence of his placing any great store by power, prestige, or money.

His interests are highly concentrated rather than broad in scope. His interest in the body and physical appearance in general is obvious from the tests but does not appear to reach the proportions of a preoccupation. There appears to be some problem of role identification. His interests in general seem to be just broad enough to afford him a well balanced life. His apparent warmth and his depth of feeling for his children were evident in the tests and in his unsolicited remarks.

6. Personal Adjustment. His personal adjustment appears to be very satisfactory. The problem of sexual identification previously mentioned is the only problem of any moment evident from the tests. Even this seems to have been handled adequately. He employs compensation, denial, and suppression to handle any anxieties. He appears to experience periodic depressions but probably not of a serious nature. There is no evidence from the tests that his tubercular condition is causing any marked psychological problems. His first

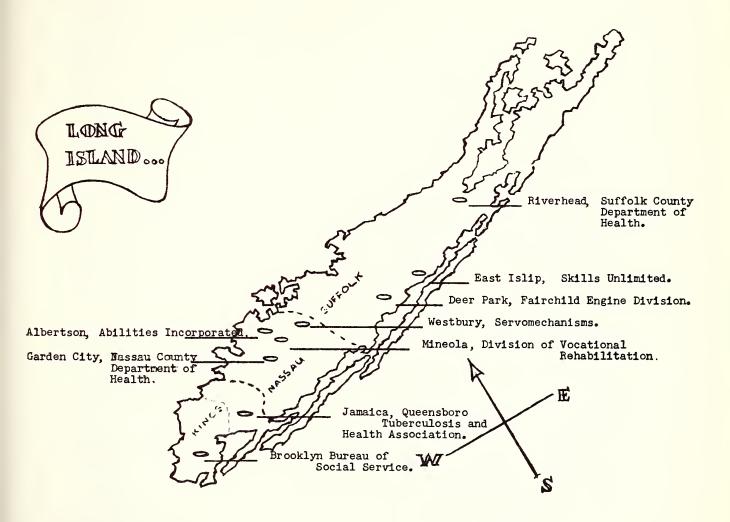


response the Card II on the Rorshach - "a man's lung, the chest" seems to point up his awareness of his condition but he apparently
accepts it. He remarked that when he was told he had tuberculosis,
he was surprised since it never occurred to him that anything
might be wrong physically; his only concern prior to this time
was that he could not play soccer consistently.



Rehabilitation Project:

Some Social Factors in Job Placement
and Community Life of the Handicapped.



Conducted by an Interdisciplinary Research Staff of Adelphi College with a Grant from the Office of Vocational Rehabilitation, Department of Health, Education and Welfare.



Finding	gs are separated into interviewed and not interviewed			A B	ılıt	IES			-			FA	lrc	HILI)		
	Item Content and Codsd Response	Emplo Intv. Total	Not Intv. Total	Popula Disch Intv. Totsl		Popula Reeig Intv. Total	ned Not Intv.	Popula Appli Intv. Total	tion 4 cants Not Intv. Total	Popula Emplo Intv. Total	vees Not Intv.		arged Not Intv.	Populs Reeig Intv. Total	ned Not Intv.	Populs Appli Intv. Total	cants Not Intv.
Item #	1. Totals of Four Population Groups	150	<u>1)</u> t	Lt.	4	2	5_	52	196	15_	99	0_	1	-0-	3	1_	0
2-4	Interview No. In sequence, 1 through 999																
5	Sex and Marital Status 0 = male-maried 1 = male-married 2 = male-ssparated 3 = male-divorced 4 = male-marital status omitted or status not clear 6 = female-single 7 = female-married 8 = female-ssparated 9 = female-sparated 9 = female-midowed X = female-midowed Y = female-marital status omittedor not clear	45 70 1 0 1 1 10 3 3	470012 00000	1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	2 2 0 0 0 0 0 0 0 0 0 0 0	0 2 0 0 0 0 0	050000000000000000000000000000000000000	14 22 2 1 1 0 6 2 0 2 2 0	58 87 4 3 3 0 20 12 2	1 12 0 0 0 0 0	360000000000000000000000000000000000000	000000000000000000000000000000000000000	010000000000000000000000000000000000000	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	000000000000000000000000000000000000000
6	Home Ownership 0 = own house 1 = rent house 2 = own apartment 3 = rent spartment b = rent room 5 = board 6 = lives with parents 7 = lives with grown son or daughter 8 = other arrangements 9 = omitted or data not available	45 16 0 28 9 3 23 4 12 10	0 0 0 0 0 1 0 0 0	2 0 0 0 0 2 0 0 0	0 0 0 0 0 0 1 0 0 0	2 0 0 0 0 0 0 0 0 0	0 2 0 0 0 0 0 0	15 10 0 6 1 2 11 2 4	45 40 0 2 1 76 1 40 80	11 2 0 1 0 0 1	7 2 0 0 0 0 0 0 0 0 0	000000000	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0	1 0 0 0 0 0 0 0	1 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0
7	Temurs on present job 0 = 1 month or less 1 = more than 1 month and less than 6 months 2 = 6 months but less than 1 year 3 = 1 year to 2 years b = 2 years to 3 years 5 = 3 years to 5 years 6 = 5 years to longer 7 = presently employed 8 = omittedor data not available 9 = presently unemployed	0 18 23 61 29 15 0	003420050	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0	000000000000000000000000000000000000000	0 0 0 0 0 0 14 3 25	1 0 0 0 0 0 0 1 193	0 0 0 2 1 4 8 0	0000000000	000000000	0 0 0 0 0 0 0 0 0 0 0 1	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 2 1	0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0
8	Age 0 = under 21 years 1 = 21 to 25 years 2 = 26 to 35 years 3 = 36 to 45 years 4 = 46 to 55 years 5 = 56 to 65 years 6 = over 65 years 7 = omitted or data not available	1 20 43 36 30 17 3	1 2 2 7 0 2 0	0 0 2 1 1 0 0	0 0 1 1 0 1 1	0 0 0 0 0 0 2 0	0 0 0 2 2 1 0	2 6 18 8 9 8 1	10 16 53 39 35 32 10	0 1 7 5 1 1 0	0 0 1 3 3 2 0 0	0000000	0 1 0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 2 1 0 0	0 0 1 0 0 0	0 0 0 0 0
9	Transportation 0 = LIRR 1 = car pool or paid ride 2 = drive own car 3 = bus b = taxi 5 = walk 6 = brought by member of family 7 = cmitted or data not available 8 = several or combination 9 = travel by car I = other	0 36 76 H 0 1 8 0 12 3 0	0 0 4 1 0 0 0 6 0 0 3	0002000110000	0 0 0 0 0 0 0 0 0 0 0	1 0 1 0 0 0 0 0	0 0 3 0 0 0 0 0	00000000000	14 55 37 45 0 2 1 51 11 27 3	0 3 12 0 0 0 0	0 1 7 0 0 0 0 0 0	0000000000	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	003000000	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0
10	No. of changes in recidence in past 3 years 0 = no change 1 = 1 changes 2 = 2 changes 3 = 3 changes 4 = 4 changes 5 = 5 changes 6 = 6 changes or more 7 = omitted or data not available	83 51 7 1 0 1	1 0 0 0 0 0	3 1 0 0 0 0 0 0 0 0 0	00000004	2 0 0 0 0 0 0 0 0	0 0 0 0 0 0 5	33 14 2 1 0 0	0 0 0 0 0 0	10 5 0 0 0 0 0	7 0 0 0 0 0 0 0 2	0 0 0 0 0 0	0 1 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 11 0 0 0	000000
11	Kind of changss in address 0 = no changs 1 = within sems boro or from bero to boro within the city 2 = from 1 county to another county within New York City 3 = from city to suburb h = from out-of-town to New York City 5 = from outside New York City to Long Island 6 = other 7 = omitted or data not available 8 = suburban to suburban	83 17 1 9 3 1 6 10 20	1 0 0 0 0 0 0 0 0	3 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	2 0 0 0 0 0	0 0 0 0 0 0 5 0	33 6 0 5 0 2 3 3	0 0 0 0 0 0 0 0	10 0 0 2 0 0 0 0	7 0 0 0 0 0 0 0 2 0	0 0 0 0 0 0 0 0	0 0 0 1 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 2 0	0 0 0 1 0 0 0	0 0 0 0 0 0 0 0 0
12	Reason for last change in address 0 = no change within the last 3 years 1 = purchased homs 2 = cold home and rented 3 = to have smaller quarters 4 = to have larger quarters 5 = to reduce rent 6 = to move mear work 7 = to be near kin 8 = to find first floor quarters or to be in slevator building 9 = combination of above reasons X = other reasons Y = omitted or data not available	83 8 0 0 2 0 1 0 1 2 15 38	000000000000000000000000000000000000000	3 0 0 0 0 0 0 0	0000000000	2 0 0 0 0 0 0 0	000000000000000000000000000000000000000	33 2 0 0 1 0 2 0	0 0 0 0 0 0 0	10 1 0 0 2 0 1 0 0	7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	000000000000000000000000000000000000000	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	000000000000



	gs ars separated into intsrviewed and not interviewed			A B	ILIT	IES						F A	AIRC	HIL	D		
		Popula	tion 1	Popula	tion 2	Popula	tion 3	Popula			tion 1	Popula	tion 2	Popul	ation 3	Popula	ation
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tem #	1. Totals of Four Population Groups	150	14	h	4	2	5	52	196	15	9	0	1	0	3	1	
13	Employee's birth place				_				0		o	0	0	0	0	0	0
	0 = Suffolk 1 = Nessau	9	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0
	2 = New York City 3 = outside N.Y.C. and L.I. but in United	86 28	0	3	0	1	0	28 9	0	10 1	0	0	0	0	0	0	0
	States	19	0	0	0	0	1	7	0	1	0	0	0	0	0	0	
	5 = omitted or data not available 6 = unclassifiable	1 3	11 ₁	0	4	0	4	0	196	0	8	0	0	0	3	0	
	7 - United States	3	Ō	Ō	Ō	Ō	0	1	0	0	0	٥	0	0	0	0	(
4	Parents' birth place 0 = L.I. or N.Y.C. = both parents	144	0	2				13	0	7				0		1	١,
	1 = U.S. other than N.I.C. or L.I both	19	ŏ	i	ŏ	ŏ	ŏ	Ĭ4	ŏ	i	ŏ	ŏ	ŏ	ō	Ō	ō	
	parents 2 = other country = both parents	52	0	0	0	2	0	23	0	3	0	0	0	0	0	0	
	3 = 1 parent born in L.I. or N.Y.C. and other parent somewhere in United States	4	0	°	0	0	0	3	0	1	0	0	-	0	-	-	1
	4 = 1 parent born on L.I. or N.Y.C. and other parent in another country	11	0	1	0	°	0	5	0	2	0	0	0	0	0	0	
	5 = 1 parent born in U.S. (outside this area) and other parent in another country	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	6 = omitted or data not available 7 = unclassifiable	Ц 6	까	0	ь 0	0	5	1	196	0	9	0	1 0	0	3	0	
	8 = U.S. but no locale indicated - both	6	ŏ	0	ŏ	ŏ	ŏ	2	ŏ	ĭ	ŏ	ŏ	ŏ	ŏ	ŏ	ŏ	
	parents 9 = U.S. no locale, 1 parent U.S other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	parent omitted																
	How long has employee been in U.S. O = sntirs lifetime	127	0	4	0	2	0	45	0	14	1	0	0	0	0	1	
	1 = less than 5 years 2 = 5 to 10 years	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	3 = more than 10 years but less than lifetime 4 = caitted or data not available	15	0 14	0	0	0	1 4	6	0 196	1 0	0 8	0	0	0	0	0	
					-		"				ľ						
•	Hame of preent community 0 = Suffolk	7 82	2 6	o i	1 0	0 2	0	5	7	14 6	3	0	0	0	1	0	
	1 = Massau 2 = Queens County	39	2	0	1	0	3 2	25 12	93 51	1	1	0	0	0	1	0	
	3 = Brooklyn 4 = Manhattan	15	0	0	0	0	0	9	26 2 5	0	0	0	0	0	0	0	
	5 = Bronx 6 = other	3	3	0	0	0	0	0	3	0	0	0	0	0	0	0	
	7 = omitted or data not available	2	ŏ	Ŏ	i	Ŏ	ō	O	9	3	0	0	0	0	0	0	
	Persons in household 0 = no one	12	ı		0			3	1	1	1						
	1 = spouse 2 = spouse and own children	32 31	1	1	0 1	0	0	11	3 3	14 8	3	0	0	0	1 2	0	
	3 - spouss, own children and one or both	35	0	0	0	0	0	3	ó	ő	0	0	0	0	ő	0	
	parents 4 = spouse, own children and persons other	3	0	0	0	0	0	1	0	0	0	0	0	0	0	0	
	than parents 5 = epouss and one or both parents	ı	0	0	0	1	0	1	0	1	0	0	0	0	0	0	
	6 = spouse and persons other than parents 7 = own children 18 years or older	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	8 = one or both parents 9 = one or both parents and at least one	15	0	2	0	0	ŏ	14	29	i o	1 0	ŏ	0	0	0	0	
	brother or one sieter X = other household composition	29	0	0	0			14	10			"	0				
	Y = omitted or data not available	29	n	0	3	0	5	"	150	0	0	0	0	0	0	0	
3	No. persons in household other than salf																
	0 - none 1 = 1 person	12	0	0	0	0	0	8	7	1 4	1	0	0	0	0	0	
	2 = 2 persone 3 = 3 persons	37 34	0	3	0	0	0	10 16	26 1	5	1 2	0	0	0	0 2	0	
	4 = 4 persons 5 = 5 persons	34 12 7 2	0	0	0	0	0	3 7	0	2	0	0	0	0	0	0	
	6 = 6 persons 7 = 7 persons	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	8 = 8 persons 9 = 9 persons	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	I = omitted or data not available I = other	3	12	0	3	0	5	2 2	153	0	0	0	0	0	0	0	
,	Handioapped persons in household	"						_	'								
	0 = no one	63	0	3	0	1 0	0	33	0	9	3 0	0	0	0	1 0	1 0	
	1 = spouse 2 = father	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	
	3 = mother 4 = both parents	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	5 = children 6 = other relativee	0 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	7 = boarders or roomers 8 = combinations of above	1 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	9 = omitted or data not available X = other	75	14	1 0	4 0	0	5	12	196	5	6	0	1 0	0	2	0	
,	Ages of own children at home																
	0 = no children at home	89 5	4	3	0	1	0	25	74	5 2	14	0	0	0	0	0	
	1 = under 2 years 2 = 2 to 5 years	li 3	0	0	0	0	0	4	4	O	0	0	0	0	0	1 0	
	3 = 5 to 12 years 4 = 12 to 18 years and over	5	0	0	0	0	0	6	0	0	0	0	0	0	0	0	
	5 = omitted or unclassifiable 6 = rangs from zero to 5 years	19	10	0	14	0	5	7	117	2	14	0	0	0	0	0	
	7 = rangs from 2 to 12 years 8 = range from 5 to 18 years	8 4	0	0	0	0	0	3	0	2	0	0	0	0	2 0	0	
	9 = rangs from 12 years and over	5	0 0	0	0	0	0	1	1 0	0	Ö	0	0	0	0	0	
	X = under 12 years - entire rangs Y = rangs from zero to 18 years	2	8	0	0	0	0	1	0	0	0	0	0	0	0	0	



Finding	gs are separated into interviewed and not interviewed			A B	ILIT	IES						FA	IRC	нігі)		
	Item Content and Coded Response	Popula Emplo Intv.	tion 1 yses Not Intv.	Popula Diach Intv.	tion 2 arged Not Intv.	Popula Resig Intv.	tion 3 ned Not Intv.		cants Not Intv.	Popula Emplo Intv.	tion 1 yees Not Intv.	-	tion 2 arged Not Intv.	Popula Resig Intv.	ned Not Intv.		tion 4 cants Not Intv.
Item #	1. Totals of Four Population Groups	150	14	4	4	2	5	52	196	15	9	0	1	0	3	1	0
21	Children outsida of homa	-23															
	0 = yes 1 = no children outside of home but children	24 18	0	0	0	0	0	7 15	<u>ц</u> 0	1 7	0 2	0	0	0	0	0	0
	at homa 2 = no children either outside of home or at			3	0	0		_	-								
	home	47	3	1	"		0	21	49	4	2	0	0	0	0	0	0
	3 = omitted or data not available	61	10	0	4	1	5	9	1143	3	5	0	1	0	3	0	0
22	Special problem with handicapped person in home																
	0 = yes	3	0	0	0	0	0	5	0	0	0	0	0	0	0	0	0
	1 = no, although handicapped persons are in household	7	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	2 = no one handicapped in household 3 = omitted or data not available	63 74	0 114	3	0 4	1 0	0 5	33 12	196	9 5	3 6	0	0	0	0	1	0
	<pre>u = insufficient information 5 = other</pre>	3	0	0	0	0	Ó	2	0	í	0	0	0	0	0	0	0
						U		ı o				١	٥	0	0	U	0
23-24	Kind of handicap (Primary) O = no disability	3	0	o	0	0	٥	0	4		0	0					
	Ol = amputee O2 = arterio-solsrosis	19	3	0	0	0	0	4	23	1	0	0	0	0	0 2	0	0
	03 = arthritis	5	0	0	0	0	0	0	2 8	0	0	0	0	0	0	0	0
	O4 = Buerger's Disease O5 = cardiac	1 5	0	0	0	0	0	0 3	0 18	0	1	0	0	0	0	0 1	0
	06 = cerebral palsy 07 = circulatory disease	9	o o	0	0	0	ì	6	10	0	0	ŏ	Ō	0	o	0	0
	08 = congenital deformities	2	ō	o	0	ŏ	o	ō	3	0	0	0	0	0	0	0	0
	09 = diabetes 10 = deafness	8	0	1 0	0	0	0	0	7	0	0	0	0	0	0	0	0
	11 = deformed limb (not congenital) 12 = dwarfism	0 3	0	0	0	0	0	0	3	0	o o	0	0	0	0	0	0
	13 = Krb's Paralysis 14 = epilepsy	3	O	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	15 = hernia	0	0	0	0	0	0	4	4	0	1	0	0	0	0	0	0
	16 = Hodgkin's Diaease 17 = joint disaase	0	0	0	0	0	0	1 0	0	0	0	0	0	0	0	0	Ō
	18 = muscular dystrophy 19 = multiple-sclerosis	0	0	0	0	o	0	0	0	0	0	0	0	o	0	0	0
	20 - nervous and mental	0	0	0	0	0	0	0 3	10	0	0	0	0	0	0	0	0
	21 = osteomylitis 22 = overage	1 2	1 0	0	0	1 0	0	0	3 9	1 0	0	0	0	0	0	0	0
	23 = paralysis 24 = paraplegia	7	ŏ	0	0	ō	ō	9	19	1	0	0	0	0	0	0	Ó
	25 - Parkinson's Disease	0	1	0	0	0	1 0	0	2 1	0	0	0	0	0	0	0	0
	26 = poliomyelitis (post) 27 = rhaumatoid arthritis	38	0	0	2	0	1 0	4 1	17	2 0	2	0	0	0	0	0	0
	28 = apeech dafect 29 = TB arrested	1	0	0	0	0	0	0	2	i	0	0	0	0	0	0	0
	30 = ulcer	3	0	Ó	0	1 0	0	2	0	2 0	0	0	0	0	0	0	0
	31 = visual impairment 32 = post adrenalectomy	8	0	0	0	0	0	3	12	4 0	1 0	0	0	0	1 0	0	0
	33 = post pneumonectomy 34 = tracheotomy	1	0	0	0	0	0	0	0	0	0	0	Ō	ō	0	0	0
	35 = ankylosis	1	Ō	0	0	0	0	ō	i	0	0	0	0	0	0	0	0
	90 = unclassifiable; other 99 = omitted or data not available	ᄁ	0 8	0	0	0	2	2	29	1 0	2	0	0	0	0	0	0
25-26	Multiple handicap									_	-	-	_			•	
	OO = no multiple handiosp O1 = orthopedic-viaion	122	4	1	4	2	3	39	ਸਮੁ	13	9	0	1	0	3	1	0
	02 = orthopedic-hearing	3 1	0	0	0	0	0	1 0	0	1 0	0	0	0	0	0	0	0
	03 = orthopadic-cardiac 04 = orthopedic-diabetic	0	0	0	0	0	0	0 1	0 2	0	0	0	0	0	0	0	0
	05 = orthopedic-ulcar 06 = orthopedic-Buerger's Disease	1 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	07 = orthopedio-epilepsy 10 = vision-hearing	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0 0	0
	11 = vision-cardiac	0	0	0	0	0	0	0	2 2	1 0	0	0	0	0	0	0	0
	12 = vision-diabatio 13 = vision-ulcar	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	14 = vision-mute 15 = vision-cerebral palsy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	20 = hearing-cardiac 21 = hearing-diabetic	0	ō	0	0	0	0	Ó	0	0	0	0	0	0	0	0	0
	22 = hearing-ulcer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	23 = hearing-mute 24 = hearing-Erb's Paralysia	2	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0
	25 = hearing-speech 20 = cardiac-diabetic	1	Ō	o	0	0	0	1	0	0	0	0	0	0	0	0	0
	31 = cardiac-ulcer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	32 = cardiac-mute 40 = diabetic-ulcer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Ö	0
	41 = diabetic-carebral palsy 50 = epilepsy-cerebral palsy	0	0	0	0	0	0	0	ō	0	0	0	0	0	o	0	0
	51 = epilapsy-paralysis	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	60 = ulcer-cerebral palsy 70 = carebral palsy-speech	0	0	0	0	0	0	0 2	0 2	0	0	0	0	0	0	0	0
	80 = ulcer-polio 90 = other multiple handicaps	1 8	0	0	0	0	0	0	0	0	0	0	Ó	0	0	0	0
	99 - omitted or data not available	ő	9	0	0	0	2 0	6 0	40	0	0	0	0	0	0	0	0
27	Extent of handicap 0 = no handicap	3	0	0	0	o	0	0	<u> </u>		0		0				
	1 = one lower extremity	17	1	0	0	1	Ó	8	20	2	4	ō	0	0	0	0	0
	2 = one upper extremity 3 = both lower extremities	46	1 2	0	0 2	0	0	3 4	10 28	1 1	0	0	0	0	1 0	0	0
	u = both upper extremities 5 = one lower and one upper extremity	1 8	0	0	0	0	0	1 3	1 13	0	0	0	ŏ	0	ŏ	ŏ	0
	6 - one lower and both upper extremities	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	7 = both lower and one upper extremity 8 = both lower and both upper extremities	6	0	0	0	0	0	0 1	6	0	0	0	0	0	0	0	0
	9 = involvment of sense organs X = hands impaired (one or both)	18	0	0	1 0	0	0	4	18 5	6	1 0	0	0	0	i	0	0
	Y = other deficiencies and omitted	39	, š	3	ĭ	ŏ	5	28	89	3	4	ŏ	ŏ	0	0	ĭ	ŏ



Finding	ge are separated into interviewed			A B	ILIT	IES						P A	IRC	HILI)		
Item #	Item Content and Coded Response 1. Totals of Four Population Groups	Popula Emplo Intv. Total	vees Not Intv.	Popula Diech Intv. Total		Popula Reeig Intv. Total	tion 3 ned Not Intv. Total	Popula Appli Intv. Total	tion 4 cants Not Intv. Total	Popula Emplo Intv. Total	vees Not Intv.	_	arged Not Intv.	Popula Resig Intv. Total	ned Not Intv.	-	cants Not Intv. Total
28	Duration of handicap 0 = acquired in last 2 years 1 = from 2 to 5 years 2 = from 5 to 10 years 3 = more than 10 years but not lifetime 4 = congenital 5 = cmitted or data not available 6 = unclassifiable 7 = no handicap	2 22 16 63 21 20 3	0 0 1 1 0 12 0	0 0 2 0 1 0	0 0 0 3 0 0 1	0 1 0 0 0 0 0	0 0 0 0 1 4 0 0	2 4 3 19 7 13 4	11 13 10 21 8 111 18	3 0 2 9 1 0	0 0 0 5 0 4 0 0	0 0 0 0 0 0 0 0 0	0 1 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 1 0 1	0 1 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
29	How handicap acquired 0 = no handicap 1 = congenital 2 = diseass 3 = accident 4 = service connected injury 5 = unknown 6 = contted or data not available 7 = combination 8 = geriatric 9 = other	3 21 59 27 10 4 15 4 25	0 0 0 0 3 0 10 1	0 1 0 0 0 0 0 0 1	0 0 2 0 0 0 0 1	0 0 0 1 0 0 0 0 0 0 0	0 1 1 0 0 0 3 0 0 0 0	0 7 13 1 6 5 8 1 10	4 8 31 13 12 16 82 4 7	0 1 7 4 2 1 0 0	0 0 3 0 2 1 3 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
30	Physical sids 0 = none 1 = wheel chair 2 = crutches or crutch 3 = cane or canee h = braces 5 = artificial limb or hook 6 = chair and crutches 7 = chair, braces and crutches 8 = artificial limb and cane 9 = other combination or device X = insufficient data Y = omitted or data not available	24 6 9 4 7 2 7 1 26 50	0 0 0 0 0 0 0 0 0 0	0 1 0 0 0 0 0 0	1 0 1 0 0 0 0 0	000000000000000000000000000000000000000	0000000000	15 1 0 2 1 6 0 0 0 5 0	17 15 3 4 0 0 13 148	800000000000000000000000000000000000000	4 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 2 0 0 0	1 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
31	Length of time in hospital 0 = no hospitalization 1 = less than 1 month 2 = from 1 month to 6 months 3 = 6 months to 1 year h = 1 year to under 2 years 5 = 2 years to under 5 years 6 = 5 years to under 10 years 7 = 10 years or mors 8 = omitted or data not available 9 = insufficient data	15 15 15 10 15 18 4 2 24 32	0 0 0 0 0 0 0 0	1 0 0 0 0 0	0 0 0 0 0 0 0 0 3 1	0 0 0 1 0 0 0 0	0 0 0 0 0 0 0 0 0	13 5 6 0 3 1 2 0 5 17	1 4 1 1 0 0 153 31	2 3 4 2 0 2 0 0 0 2	0 0 0 0 1 0 0 0 5 3	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 3 0	1 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0
32	Present medical condition stabilized and medical condition requiring special supervision at plant 0 yes to first item and yes to second item 1 yes to first item and no to second item 2 yes to first item and ent to second item 3 = no to first item and yes to second item h = no to first item and out to second item 5 = no to first item and out to second item 6 = cont to first item and yes to second item 7 = cont to first item and no to second item 8 = cont to first item and out to second item 9 = cont to first item and first item second item 10 = cont to first item and second item 11 = cont to first item and second item 12 = cont to first item item insufficient data on 2m		0 0 0 0 0 0 0 0	0 2 1 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 2 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 16 21 0 1 5 0 2 6	0 0 0 0 0 0 0 0	0 8 3 0 0 3 0 0 1 0	0 0 6 0 1 2 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 3 0 0 0 0	0 1 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0
33	Eind of treatment planmed for future 0 = none 1 = skin graft 2 = bone graft 3 = tendon transplant h = ulcers 5 = vision 6 = psychiatric 7 = continue regular checkups 8 = other (surgery included) 9 = omitted or data not available	65 1 0 1 1 2 0 12 9	0 0 0 0 0 0 0	1 0 0 0 0 0 0 0	0000	1 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 5	22 0 0 0 0 0 1 5 12 12	2 0 0 0 0 0 2 0 3 189	8 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 9	0 0 0 0 0 0 0 0 0	1 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	300000000000000000000000000000000000000	0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
314	Education 0 = up to and including 6 years (grammar school not completed) 1 = grammar school completed 2 = 8th grade 3 = high school, incomplete h = high school completed (business college) 5 = some college but not completed 6 = college graduate 7 = contited or data not available 8 = insufficient data	10 18 12 32 41 15 2 1	0 1 1 4 0 0 3 1	0 1 0 0 0 2 0 0	0 0 0 0 1 0 0	0 0 0 1 0 0 0	0 2 0 2 1 0 0 0	6 1 3 23 8 8 2 0	10 21 5 61 32 24 7 2	0 0 1 0 5 4 4 0 1	1 1 2 1 2 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 1 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 1 0 1 1 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0
35	Receive special training related to handicap (chills that can be utilised for employment) 0 = none 1 = attended school in hospital 2 = epecial school outside hospital and special training on the job 3 = special echool outside hospital and no special training on the job h = no special echool and special training on the job 5 = cattted or data not available 6 = other	54 1 7 27 5 48 8	0 0 0 1 0	0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 0 0 0	0 0 0 5 0	25 0 1 9 1	3 0 0 15 0	5 0 60	1 0 0 2 0 6 0	0 0 0	0 0 0 0 1 0	0 0 0	0 0 0 0 3 0	0 0 0	0 0 0



Finding	e are separated into interviewed			A B	ILIT	IES						F	AIRC	HIL	D		
	Item Content and Coded Response	Popula Emplo Intv.	vess Not Intv.		narged Not Intv.	Popula Resig Intv.	ned Not Intv.	1 -	ation 4 icants Not Intv.		Not Intv.		ation 2 narged Not Intv.	Popula Rssig Intv.	Not Intv.		cants Not Intv.
Item #	1. Totals of Four Population Groups	150	14	4	4	2	5	52	196	15	9	0	1	0	3	1	0
36	Job skills used from special school and					1											
	training 0 = nons from either special schooling or	34	0	4	0	0		15	2	4	ı	0	0	0		0	0
	training 1 = from special schooling during hospitalizs-	1	0	0		0			}		1						
	tion	1				'	0	0	0	0	0	0	0	0	0	0	0
1	2 = from special schooling outside hospital 3 = from special training on the job	27 5	0 T	0	0	0	0	6	15	7 0	2	0	0	0	0	0	0
	4 = from both special schooling outside hospi- tal and from special training on the job	7	0	0	0	0	0	0	0	0	0	0	Ó	0	0	ŏ	ō
	5 = from both special schooling during hospi- talization and from special training on	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	ths job					ļ							1		1		
	6 = had no special echooling or training 7 = omitted or data not available	20 48	17	0	0 4	0	0 5	13 15	175	0	0	0	0	0	0	1	0
	8 = other	8	2	0	0	0	O	2	3	o	ō	ŏ	ō	0	Ó	ŏ	ŏ
37	Job skills prior to handiesp (kind) 0 = none	45	1	1	2		1	2.6									
	1 = unskilled labor 2 = semi-skilled labor	0	0	0	0	0	0	O Trit	13 3 5	10	2	0	0	0	2	0	0
	3 = ekilled trades	5 14	0	0	0	0	0	1 7	16	0	0	0	0	0	0	0	0
	4 = service and domestio 5 = salee	3	0	0	0	0	0	2	3	1 0	0	0	0	0	ŏ	ŏ	0
	6 = offics and clerical 7 = managerial	12 4	Ī	1 0	ő	0	0	7	19	1 0	0	0	0	0	ŏ	ō	0
	8 = professional or semi-professional 9 = artistic (fine arts or entertainment)	4	1	0	0	ō	0	3	3	2	0	0	0	0	0	0	0
	X = unclassifiable	16	0	0	0	0	0	0	1 43	0	0	0	0	0	0	0	0
	Y = omitted or data not available	71,	10	0	1	0	2	7	75	o	5	ŏ	ĭ	ŏ	ĭ	ŏ	ŏ
38	Job skills subsequent to dissbility																
	0 = nons 1 = unskilled labor	11	0	3 0	0	0	0	11	2	2 0	0	0	0	0	0	0	0
	2 = eemi-skilled labor 3 = ekilled trades	17 22	2	0	0	0	0	2 7	3 5 11	0	0	0	0	0	0	0	0
	4 = service and domestic 5 = sales	4 2	1	0	0	ŏ	0	3	4	0	0	o	0	0	0	0	0
	6 = office and clerical	26	0	0	1	0	0	1 10	25	0 2	0	0	0	0	0	0	0
	7 = managerial 8 = profsssional or semi-professional	6	0	0	0	0	0	1 2	3	10	0	0	0	0	0	0	0
	9 = artistic (fine arts or entertainment) I = unclassifiable	0	0 5	0	0	0	0	0 10	0 53	0	0 8	0	0	0	0	0	o o
	Y = omitted or data not available	19	á	ĭ	ī	ŏ	3	5	86	ĭ	ĭ	ŏ	ĭ	ŏ	3	0	0
39	Military record 0 = none	08				,		25	ا ہا								
	1 = Army	98 13	0 3	2	0	1	2 0	35 6	5 35	11 2	3 4	0	0	0	2	0	0
li	2 = Air Forcs 3 = Navy	10	0	0	0	0	0	2 5	3	0 2	0	0	0	0	0	0	0
	4 = Army and Air Force 5 = Reserve	4 0	0	0	0	0	0	ó	í	0	0	0	0	0	0	0	0
	6 = National Guard	0 2	0	0	Ó	0	0	0	0	0	0	0	0	0	0	0	0
	7 = Combination other than Army and Air Force 8 = omitted or data not available	15	0 8	0	7t O	0	0	0	137	0	0	0	0	0	0	0	0
	9 = Marines X = Coast Guard	3	0	0	0	0	0	2	2 0	0	0	0	0	0	0	0	0
40	Length of Military service and highest rank											ĺ			-	,	
	0 = no military service 1 = less than 1 year & enlisted man's rating	98 1	0	2	0	1 0	2	35 0	5 0	11 0	3	0	0	0	2	0	0
	2 = 1 years to 3 years & enlisted man's rating 3 = 3 years or more & snlisted man's rating	ᄁ	2	i	Ó	1	ō	6	16	0	2	0	0	0	0	0	0
	4 = less than 1 year and non-commissioned	9	ő	0	0	0	0	3 0	8 0	0	0	0	0	0	0	0	0
	officer's rating 5 = 1 year to 3 years and non-commissioned	2	0	0	0	0	o	2	5	0	1	0		٥	1	1	0
	officer's rating 6 = 3 years or more and non-commissioned	8	1	0	0	0	1	2	13	1	1		0	0	0	0	0
	officer's rating 7 = less than 1 year and commissioned	0	0		-									1		-	
	officer's rating			0	0	0	0	0	0	0	°	0	0	0	0	0	0
	8 = 1 year to 3 years and commissioned officer's rating	0	0	0	0	0	٥	0	1	1	0	0	0	0	0	0	0
1	9 = 3 years or more and commissioned officer's rating	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0
	X = omitted or data not available Y = unclassifiable	15 1	8	1 0	4	0	1 1	1 2	135 12	0 0	1	0	1	0	o	0	0
	No. of jobs held in 5 years before present	-		9	J	,	1	2	12	"	0	0	0	0	0	0	0
	or jobs asin in > years before present employment 0 = none																
	1 = 1 job	21 63	2 7	0	0 2	0	0	2 9	22 68	2 4	0	0	0	0	0	0	0
	2 = 2 jobs 3 = 3 jobs	30 18	2	0	1 0	1 0	3 2	ıí 4	33 29	2	3	0	1	0	0	0	0
	u = 4 jobs 5 = 5 jobs	4	0	0	ō	Ó	0	2	8	0	1	0	0	0	3 0	0	0
	6 = 6 jobs 7 = 7 jobs	0	o	ō	0	0	0	0	0	0	0	0	0	0	0	0	0
	8 = unclassifiable	0 12	0 2	0	0	0	0	0 23	0 30	0 6	0	0	0	0	0	0	0
	9 = omitted or data not available	2	1	0	0	0	0	ó	5	ŏ	ŏ	ŏ	ŏ	ŏ	ŏ	ŏ	ŏ
	Regular full-time job immediately before present employment																
	0 = yes 1 = no	25 83	1	0	0	1	4	0	25 84	4	4	0	0	0	2	0	0
	2 = omitted or data not available	4	2	0	0	0	0	0 52	13	0	2 0	0	0	0	1 0	0	0
	3 = other u = insufficient data	34	8	2	0	0	0	0	73	0	0	0	0	0	0	0	0
																	Ť



Findin	ge are separated into interviewed and not interviewed			A B	ILIT	IES	•					F A	IRC	HILI)		
	Item Content and Coded Response	Popula Emplo Intv.	tion 1 yese Not Intv.	Popula Diech Intv.	tion 2 arged Not Intv.	Populs Resig Intv.	ned Not Intv.		cante Not Intv.	Popula Emplo Intv.	tion 1 yees Not Intv. Total	1 -	arged Not Intv.	Popula Reeig Intv.	ned Not Intv.		tion 4 cants Not Intv.
Item #	1. Totals of Four Population Groupe	150	114	4	4	2	5	52	196	15	9	0	1	0	3	1	0
43	Reason for leaving job prior to precent employment (held within 5 years) 0 = had no job 1 = reduction in force or businese slowed down 2 = company went out of businese 3 = company went out of businese 6 = obtain job with higher pay 5 = obtain job with better working conditions 6 = obtain job nearer home 7 = because of handicap or illnese 8 = other 9 = omitted or data not available X = fired Y = unclassifiable	21 30 7 2 4 9 1 19 12 24 6	2 1 0 0 0 1 0 2 1 5 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	000000000000000000000000000000000000000	0 0 0 0 1 0 0 0 1	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0	22 34 8 0 0 1 2 39 19 24 6	2 1 0 0 1 0 0 0 3 6 0 2	0 5 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	000000000000000000000000000000000000000
ith.	Length of unemployment immediately prior to present employment 0 = etill unemployed 1 = no unemployment 2 = lees than 6 months 3 = 6 months to 1 year 4 = 1 year to 2 years 5 = 2 years to 5 years 6 = 5 years or more and leee than lifetime 7 = omitted or data not available 8 = had never worked 9 = unclassifiable	25 20 22 15 11 12 21 6	0 0 1 1 0 0 0 1 1	1 0 0 0 0 2 0 1	1 0 0 0 0 0 0 0 0	0 1 0 0 0 0 0 0	0 4 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 52	100 7 1 1 7 5 3 35 5 32	1 0 0 1 0 7 1	- 4 0 0 2 0 0 2 0 0	0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 1 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0
řε	How did hear of Abilities or Fairchild 0 = etill unemployed 1 = employee of plant (handicapped-Abilities) 2 = employee of plant (non-handicapped-Fairchild or other general) 3 = friend or neighbor h = newspaper or magazine 5 = radio or televieion 6 = rehabilitation agency 7 = New York State Employment Service 8 = other (include J.O.B.) 9 = omitted or data not available 1 = employment agenciee (private) Y = combination rehabilitation and employment	17 0 24 38 7 16 15 28 2	-00 040104500	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 1 0 0 2 1	0 0 0 0 0 0 0 0	0 0 0 1 2 0 0 0 0	0 0 0 12 20 2 2 2 2 13 0 1	400 745142900	0 3 2 1 0 0 0 6 2 1	000000000000000000000000000000000000000	000 00000000	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	000 00000000	0 0 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
<u>کیا</u>	How felt about applying stabilities; Fairchild (code for first answer) 0 = enthusiactic (eager to work, didn't believe it) 1 = pocitive (all right) 2 = indifferent (none or little feeling) 3 = negative or rejection of idea 4 = discouraged (it was a last resort - it eeemed hopelese - was discouraged) 5 = neceseity (having a job was a necesity) 6 = unclassifiable 7 = omitted or data not available X = combination	54 39 6 6 6 8 10	0 0 0 0 0	3 0 1 0 0	0 0 0 0	2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0000 005	12 20 2 3 2 2 1	0 0 0 0 0	1 3 0 0 0	0 0000 018	0 0000	0 0 0 0 0 0 1	0 0000	0 0 0 0 0 0 0 3	0 1 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0
47	Type of present job 0 = unemployed at present 1 = bench 2 = leadman 3 = foreman b = clerical 5 = inspection 6 = warshouse 7 = managerial 8 = other 9 = omitted or data not available X = combination Y = packaging	64 5 6 19 4 9 8 11 1 8 15	0 0 0 0 0 0 0 13 0 0	300000000000000000000000000000000000000	0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0000000500	0 25 5 0 0 7 1 0 2 2 2 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 1 12 0 0 0 0	0 0 0 0 0 0 0 0 0 0 1	0 0000000000000000000000000000000000000	100000000000000000000000000000000000000	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
48	What like about present job (code for firet answer) 0 = unemployed at present 1 = doesn't like job 2 = contact with people 3 = chance to work without physical etrain and earn at the eame time 4 = opportunity to develop skills and gain good experience 5 = because of employee eervices and benefits 6 = joy in achievement or being able to work despite handicap 7 = interest in occupation, likes work, challenge 8 = enjoy the responsibility and independence 9 = other X = omitted or data not available	14 25 12 14 0 13 56 12 21 3	о 0 0 0 0	3 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0000 0 00 0 005	25 4 3 0 1 0 7 2 6	0 0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0 0 35	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 1 1	000000000000000000000000000000000000000	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
149	How many close friends 0 = none 1 = very few (1-3) 2 = a few (3-8) 3 = many (8 or more) 4 = unclassifiable 5 = omitted or data not available	18 14 41 46 23 8	0 0 0 0 0	1 2 1 0 0	0 0 0 0	0 0 1 1 0 0	000005	3 25 19 0	0 0 0 0 0 196	1 0 3 9 1 1	0 4 1 2 1	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 1 0 2	0 0 1 0 0	0 0 0 0 0 0



Finding	ge are esparated into interviewed and not interviewed			A B	ILIT	IES						F A	AIRC	HIL	D		
	Item Content	Popula Emplo Intv.	tion 1 yees Not Intv.	-	tion 2 arged Not Intv.	Popula Resig Intv.	tion 3 ned Not Intv.	Popula Appli Intv.		Popula Emplo Intv.	tion 1 yees Not Intv. Total	-	ation 2 arged Not Intv.	Popul. Rssi Intv. Total			tion 4 cante Not Intv.
Item #	1. Totals of Four Population Groups	150	14	14	4	2	5	52	196	15	9	0	1	0	3	1	0
50	How long known friends (oods longest time)									1			 		 -	1	
	0 = have no friends	18 7	0	1 0	0	0	0	7	0	1 0	0	0	0	0	0	0	0
	1 = eince coming on present job 2 = eince moving to present addrese	14	0	0	0	0	0	2	o	ō	ō	ō	0	o	Ö	o	o
	3 = since echool days h = for a long time	8 75	0	0	0	0 2	0	3 35	0	2 11	0	0	0	0	0	0	0
	5 = sincs I can remember	6	0	0	l o	0	0	lı.	0	0	ō	0	0	0	0	ō	0
	6 = oan't remember 7 = unclassifiable	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	8 = omitted or data not available	22	7Ú	i	4	0	5	3	196	ĭ	9	ŏ	Ĭ	ŏ	3	ŏ	ŏ
51	How got to know closs friends? Who are close friends: (cods for first answer)	10							0	1	0	0	0		0	0	0
	<pre>0 = have no close friends 1 = aseociates from present job</pre>	18	0	1 0	0	0	0	4 0	0	0	ŏ	ŏ	0	0	ő	ŏ	ő
	2 = associates from pravious job	14	0	0	0	0	0	1 15	0	1 2	0	0	0	0	0	0	0
	3 = neighbors 4 = school	35	0	0	0	6	0	15	0	3	ŏ	0	0	0	0	ì	0
	5 = family and relativee	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	6 = olubs and organizations to which belongs including church	6	0	0	0	1	0	2	0	1	0	"	"	"	"		
	7 = job and neighbors	8	0	Ţ	0	1	0	5	0	1	0	0	0	0	0	0	0
	8 = school and neighbors 9 = other	16	0	0	0	0	0	4 2	0	1	0	0	0	0	0	0	0
	X = omitted or data not available	19	114	0	4	0	5	2	196	2 2	9	0	1 0	0	2	0	0
52	Y = combinations No. of solitary leisure-time activities	24	0	0	0	0	0	12	0		8						
	0 = none listed 1 = 1 activity	15 20	12	0	1	0	5	3 8	196	1	1	0	0	0	3	0	0
	2 = 2 activities	43	0	1	0	0	0	5	0	2 5	0	0	0	0	0	0	0
	3 = 3 activities 4 = 4 activities	36 21	0	2	0	0	0	18 8	0	3	0	0	0	0	0	i	0
	5 = 5 activities	8	0	0	0	0	0	5	0	1	0	0	0	0	0	0	0
	6 = 6 activities 7 = 7 activities	5	0	0	0	0	0	3	0	0	0	0	0	0	6	0	0
	8 = 8 activities	0	Ō	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	9 = 9 activities I = 10 or more activities	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	Y = unclassifiable	ĭ	ő	ŏ	ŏ	ŏ	ŏ	ŏ	ŏ	ŏ	ŏ	Ö	O	o	ō	o	0
53	No. of leisure-time activities engaged in with friends or members of family	ולינ	13	2		0	5	27	196	3.	9	0	1	0	1	0	0
	0 = none listed 1 = 1 activity	25	130	2	4	1	ó	8	196	14 2	ő	0	0	0	2	0	0
	2 = 2 activities	18	0	0	0	0	0	7	0	2	0	0	0	0	0	0	0
	3 = 3 activities	15 18	0	0	0	0	0	3 5	0	2	0	0	0	0	0	0	0
	u = u activities 5 = 5 activities	6	0	0	0	0	0	1	0	4	0	0	0	0	0	0	0
	6 = 6 activities	14	o	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	7 = 7 activities 8 = 8 activitise	3	0	0	0	0	0	1 0	0	0	0	0	0	0	0	0	0
	9 = 9 activities	0	0	Ō	0	0	0	0	0	o	0	0	0	0	0	0	0
	<pre>X = 10 or more activitiss Y = unclassifiabls</pre>	17	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
54	No. of activities would like to do but either	-'						"									
24	no time or cannot do															1	
	0 = none listed	121	114	3	14	2	5	43	196	14	9	0	1	0	3	0	0
	1 = 1 activity 2 = 2 activities	2h	0	0	0	0	0	6	0	0	0	0	0	0	0	0	0
	3 = 3 activities	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	4 = 4 activities 5 = 5 activities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	6 = 6 activities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	7 = 7 activities 8 = 8 activities	0	0	0	O	0	0	Ō	0	0	0	0	0	0	0	0	0
	9 = 9 activities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<pre>X = 10 or more activities Y = unclassifiable</pre>	1	0	0	0	0	. 0	0	0	0	0	0	0	0	0	0	0
55	Interest in or taking Adult Education courses																
	Music																
	0 = yes l = no	23 62	0	0 3	0	0 2	0	29	0	0 9	1	0	0	0	0	0	0
	2 = omitted or data not available	65	114	ĺí	14	0	5	Ĭú.	196	6	7	ŏ	ĭ	ŏ	3	ō	o
56	Interest in or taking Adult Education courses																
	Drawing and Painting							_									
	0 = yee 1 = no	18	0	0	0	0 2	0	30	0	3	2	0	0	0	0	0	0
	2 = omitted or data not available	71	1,	í	4	ō	5	15	196	3	7	ŏ	ľ	ŏ	3	ō	ŏ
57	Interest in or taking Adult Education courses																
- '	Photography																
	0 = yss 1 = no	28 54	0	0	0	0 2	0	7 28	0	5 6	1 2	0	0	0	0	0	0
	2 = omitted or data not available	68	114	3	4	ō	5	17	196	ŭ	6	ŏ	ĭ	0	3	ō	ŏ
58	Interset in or taking Adult Education courses																
	Woodworking																
	0 = yes 1 = no	27 56	0	0	0	0 2	0	10 28	0	5	0 2	0	0	0	0	0	0
	2 - omitted or data not available	67	114	ı	4	0	5	14	196	4	7	0	ľ	0	3	ō	ő
59	Interest in or taking Adult Education courses																
27	Commercial Subjects																
	0 yes 1 no	10 51	0	0 3	0	0 2	0	5 27	0	0 9	0 2	0	0	0	0	0	0
	2 = omitted or data not available	89	114	1	1 4	0	5	20	196	6	7	0	i	0	3	0	0



Findin	gs are ssparated into interviewed and not interviewed			A B	ILIT	IES						F A	IRC	нігі)		
	Item Content and Coded Response	Popula Emplo Intv. Total	vess Not Intv.	Popula Disch Intv. Total	tion 2 arged Not Intv.	Popula Resig Intv. Total	ned Not Intv.	•	tion 4 cants Not Intv.	Popula Emplo Intv. Total	yees Not Intv.		arged Not Intv.	Popula Resig Intv. Total	ned Not Intv.	_	cants Not Intv.
Item #	1. Totals of Four Population Groups	150	24	<u>h</u>	.4	2	5	52	196	15	9	0	1	0	3	1	0
60	Interest in or taking Adult Education courses Other 0 - yes 1 = no 2 = omitted or data not available	32 51 67	0 0 14	1 1 2	0 0 4	0 2 0	0 0 5	9 25 18	0 0 196	7 5 5	0 2 7	0 0	0 0 1	0 0	0 0 3	1 0 0	0 0
61	Club Membership: Civic Organization 0 = regular attendance 1 = occasional attendance 2 = infrequent attendance 3 = do not belong 4 = omitted or data not available 5 = member but attendance omitted	1 0 79 65 1	0 0 0 0 0	0 0 0 3 1	0 0 0 0 4 0	0 0 0 2 0	000050	0 0 38 14 0	0 0 0 0 196	2 0 1 6 3 3	0 0 0 1 8	0 0 0 0 0	0 0 0 0 1	0 0 0 0 0	0 0 0 0 3 0	0 0 0 1 0	0 0 0 0
62	Club Membership: Fraternal Organization 0 = regular attendance 1 = occasional attendance 2 = infrequent attendance 3 = do not belong 4 = omitted or data not available 5 = member but attendance omitted	4 5 2 80 58 1	0 0 0 0 14 0	1 0 0 2 1	0 0 0 0 4 0	0 0 2 0	000050	1 1 38 11 0	0 0 0 0 196 0	2 0 1 10 1	0 0 0 1 8	0 0 0 0 0	0 0 0 0 1	0 0 0 0 0	0 0 0 3 0	0 0 0 1 0	0 0 0 0 0
63	Club Membership: P T A 0 = regular attendance 1 = occasional attendance 2 = infrequent attendance 3 = do not belong 4 = omitted or data not available 5 = member but attendance omitted	0 0 1 79 67 3	0 0 0 0	0 0 0 3 1	0 0 0 4 0	0 0 0 2 0	0 0 0 0 5 0	1 0 1 37 13 0	0 0 0 0 196 0	1 0 1 10 3 0	0 0 0 1 8	0 0 0 0 0	0 0 0 0 1	0 0 0 0 0	0 0 0 0 2 1	0 0 0 1 0	0 0 0 0
64	Club Membership: Veterans' Organization O = regular attendance 1 = occasional attendance 2 = infrequent attendance 3 = do not belong 4 = omitted or data not available 5 = member but attendance omitted	4 2 6 77 61 0	0 0 0 0	0 0 1 3 0	0 0 0 4 0	1 0 0 1 0	000050	1 1 35 10	0 0 0 0 196 0	0 2 0 11 2 0	0 0 0 1 8 0	0 0 0 0 0	0 0 0 0 1	0 0 0 0 0	0 0 0 0 3	0 0 0 1 0	0 0 0 0
65	Club Membership: Social Club O = regular attendance 1 = occasional attendance 2 = infrequent attendance 3 = do not belong 4 = omitted or data not available 5 = member but ettendance omitted	6 2 0 73 67 2	0 0 0 0 14 0	1 0 0 2 1	0 0 0 4 0	0 0 0 1 0	000050	2 1 37 11 0	0 0 0 0 196 0	000852	0 0 0 1 8 0	0 0 0 0	0 0 0 0 1	00000	0 0 0 0 3	0 0 0 1	0 0 0 0
66	Club Membership: Professional or Trade Association 0 = regular attendance 1 = cocasional attendance 2 = infrequent attendance 3 = do not belong 4 = omitted or data not available 5 = member but attendance omitted	1 2 2 73 72 0	0 17 0 0 0	0 0 0 3 1	0 0 0 0 0	0 0 0 2 0	000000	0 0 37 14	0 0 0 0 196	110850	0 0 0 1 8	0 0 0 0 0	0 0 0 0	000000	0 0 0 0 3 0	0 0 0 1 0	0 0 0 0 0
67	Club Membership: Other (code church data, unsolicited) 0 = regular attendance 1 = occasional attendance 2 = infrequent attendance 3 = do not belong 4 = omitted or data not available 5 = member but attendance omitted 6 = combinations	15 69 74 75	0 0 0 14	0 0 0 2 1 1	0000400	0 0 0 2 0 0	0000500	7 1 32 6 5 0	0 0 0 0 1% 0	3 0 6 4 2	0 0 0 1 8 0	0 0 0 0 0 0	0 0 0 0 1 0 0	0 0 0 0 0 0	0 0 0 0 2 1 0	0 1 0 0	0 0 0 0 0 0 0
68	Affiliation with how many clubs or groups 0 = none listed 1 = 1 club or group 2 = 2 clubs or groups 3 = 3 clubs or groups 4 = 4 clubs or groups 5 = 5 clubs or groups 6 = 6 clubs or groups 7 = 7 clubs or groups 8 = 8 clubs or groups 9 = 9 clubs or groups 9 = 9 clubs or groups 1 = 10 or more clubs or groups X = insufficient data	81 46 16 6 0 0 0 0	0 0 0 0 0 0 0 0	2 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	40000000000	0 2 0 0 0 0 0 0 0 0 0	500000000000	26 22 3 1 0 0 0 0	196 0 0 0 0 0 0 0	34520100000000000000000000000000000000000	90000000000	000000000000	100000000000000000000000000000000000000	000000000000	2000000000	01000000000	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
69	Difficulty in attending club meetings and would be more active if able 0 = yes to both items 1 = yes to first item and no to second item 2 = yes to first item and omitted on second item 3 = no to first item and yes to second item 4 = no to both items 5 = no to first item and omitted to second item item	8 0 2 34 16	0 0 0 0 0	2 0 0 1	0 0 0 0 0 0	000 000	000	7 0 0 0 17 7	000	0 0 1 0 6	0 0 0 0 0	000	000 000	000 000	000	0 0 0 0 1 0	0 0 0 0 0 0
	6 = cmitted on first item and yes to second item 7 = cmitted on first item and no to second item 8 = cmitted on both items or data not available 9 = unclassifiable	20 54 3	0 0 14 0	0 0	0 0 4 0	0 0	0 0 5 0	0 2 15 2	0 0 196 0	0 1 6 0	0 0 9 0	0 0	0 0 1 0	0 0	0 0 3 0	0 0	0 0



Finding	ge are separated into interviewed and not interviewed			A B	ILIT	IES						F A	IRC	HILI)		
	Item Content and Coded Reeponse	Popula Emplo Intv. Total	ation 1 oyees Not Intv. Total	Popula Diech Intv. Total	tion 2 arged Not Intv.	Popula Reeig Intv. Total	ned Not Intv.	-	cante Not Intv.	Popula Emplo Intv. Total	tion 1 yees Not Intv. Total	-	arged Not Intv.	Popula Reeig Intv. Total	ntion 3 ned Not Intv.		ation 4 leants Not Intv.
Item #	1. Totals of Four Population Groups	150	14	4	4	2	5	52	196	15	9	0	1	0	3	1	0
70	Agenciee contacted O = none	35	0	2		1	0	36	0	9	2	0	0	0	0	0	0
	1 = Federal	10	1	1	0	0	0	16 5 8	0	3	0	0	0	0	0	0	0
	2 = State 3 = Climics	48	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	4 = Welfare 5 = Federal and State	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	6 = Federal and Local	1	0	0	0	ō	0	1	0	0	0	0	o	0	o	0	ō
	7 = State and Local 8 = cmitted or data not available	15 9	0 13	0	0 4	0	0	12 1	196	0	6	0	0	0	3	0	0
	9 = other X = private	12	0	0	0	0	1 0	4 2	0	1 0	0	0	0	0	0	0	0
	Y = combination	l,	0	0	0	0	0	2	0	1	0	0	0	0	0	0	0
n	Reason for agency contact 0 = nons contacted	35		2	0	1	0	16	0	9	2	0	0	0	0	0	0
	1 = obtain pension, unemployment insurance, or other funds	7	1	0	0	0	0	5	0	2	0	0	0	0	1	0	0
	2 = arrange for special training 3 = obtain physical elds	5	0	0	0	0	0	1 0	0	0	0	0	0	0	0	0	0
	4 = obtain special medical care or physical	4	ŏ	i	ő	ő	ő	ő	ő	ō	ő	ő	ŏ	0	ő	ő	0
	therapy 5 = obtain employment	47	0	0	0	1	0	20	0	0	0	0	0	0	0	1	0
	6 = obtain funds and employment 7 = obtain physical aids and epecial training	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	8 = obtain funds and physical aids 9 = obtain medical treatment and employment	3 5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	X = other combinations of reasons Y = omitted or data not available	16 19	0 13	1 0	0	0	0 5	5 2	196	2	0 7	0	0	0	0	0	o o
72		1,	~		*		,	-	2,0	-	,		1		_		
12	Expect to etay permanently with present employer																
	0 = unemployed at present 1 = unqualified yes	86	ō	3 1	0	0	0	25 4	0	7	9	0	0	0	0	0	0
	2 = unqualified no 3 = qualified yee	16 26	0	0	0	0	0	4 7 5	0	2 4	Ó	0	0	0	1 0	0	0
	u = qualified no 5 = cmitted or data not available	13	0 14	0	0	0	0 5	5 2	0	0 2	0	0	0	0	1	0	0
	6 = other	3	7	0	0	0	0	ļ.,	196 0	0	0	0	0	0	0	0	0
73	Plans for employment elsewhere																
	0 = unemployed at present 1 = plan own independent business	15	- 0	3	0	0	0	25 6	0	3	. -	0	0	0	0	0	0
	2 = will eeek job in another industry 3 = either will have own independent business	13	0	0	0	0	0	8	0	0	0	o o	0	0	0	i	0
	or will eeek job in another industry		0	0	0	-	0		-	- 1	0	-		Ī -	-	0	
	4 = have no definite plans for either own in- dependent business or job in another	45	J		"	1	0	7	0	9	U	. 0	"	0	0	0	0
	industry 5 = omitted both items or data not available	73	1.14	1	4	0	5	4	196	3	9	0	1	0	3	0	0
74	Further epecial training or education																
'*	0 = none	34 6	0	3	0	2	0	16 0	0	5	0	0	0	0	0	1 0	0
	1 = busineee administration 2 = office clerical	2	0	0	0	ō	0	6	0	0	0	0	0	0	0	o	0
	3 = accounting 4 = tradee	11	0	0	0	0	0	0 2	0	0	0	0	0	0	0	0	0
	5 = engineering 6 = coursee in general education	0	0	0	0	0	0	1 2	0	0	0	0	0	0	0	0	0
	7 = other special courses 8 = cmitted or data not available	11 83	0 14	0	0	0	0 5	5 20	0 196	6	0	0	0	0	0	0	0
75	Have definite plans for further education or							_,		-	ĺ	_	_				
'	training	21.		,		_	_	1/	_	-	_	_	_				
	0 = have no plans 1 = yee	34 13	0	0	0	0	0	16 2	0	5	0	0	0	0	0	0	0
	2 = no 3 = omitted or data not available	23 79	14	0	0	0	0 5	18	0 196	0	9	0	0	0	0	0	0
	4 = have plans, but when not indicated	1	0	0	0	0	Ó	12	0	6	ó	ō	0	O	ő	ō	ŏ
76	Plans to marry 0 = already married	80	7	2	2	2	5	24	0	13	6	0	1	0	3	ı	0
	1 = yes but plans indefinite 2 = yes and plans are definite	10	0	0	0	0	ó	4	0 0	20	0	0	0	0	0	0	0
	3 = no	7	0	Ō	ō	ō	Ō	4	0	0	0	Ō	0	0	0	0	0
	4 = cmitted or data not available 5 = other	40	7	0	0	0	0	17	196 0	0	3	0	0	0	0	0	0
	6 = yee, but when conditted	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
77	Change to new housing 0 = yee but plans are indefinite	19	0		0	0	0	5	0	5	0	0	0	0	0	0	0
	1 = yee and plans are definite 2 = no	5 52	0	0	0	0	0	2 15	0	í 5	ő	ő	0	0	0	0	0
	3 = omitted or data not available 4 = other	72	14	1 0	4	1	5	29	196	14	9	0	1	0	3	0	0
70		2	U	J	0	0	0	1	0	0	0	0	0	0	0	0	0
78	Interviewer have difficulty in establishing rapport and interviewee show unwillingness																
	in answering queetions 0 = yee to both items	9	1	0	0	1	0	6	0	2	0	0	0	0	0	0	0
	1 = yes to first item, no to eecond item 2 = yes to first item, omitted on second item	14	0	0	0	0	0	4 0	0	1 0	0	0	0	0	0	0	0
	3 = no to first item, yes to second item 4 = no to both items	115	0	0 4	0	0	0	38	0	0	0	0	0	0	0	0	0
	5 = no to first item, omitted on second item	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	6 = cmitted on first item, yes to second item 7 = cmitted on first item, no to second item	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	8 = omitted on both items or data not available 9 = no to first item, uncertain on escond item		13	0	4	0	5	3 0	196 0	0	9 0	0	1 0	0	3 0	0	0
L						l											



Finding	s ars separated into interviewed and not interviewed			A B	LLIT	IES						FA	IRC	HILL)		
Supplem	entary Code: Population 2 (Discharged) Population 4 (Applicants) Item Content and Coded Responss	Popula Emplo Intv.	tion 1 yess Not Intv.	Popular Disch Intv. Total		Popula Resig Intv. Total	ned Not Intv.	Popula Appli Intv. Total	tion 4 cants Not Intv.	Popula Emplo Intv.	tion 1 yees Not Intv. Total	-	arged Not Intv.	Popula Rasig Intv. Total		Popula Appli Intv. Total	
Item #	1. Totals of Four Population Groupe			4	4			52	196			0	1			1_	0
1-4	Identifying Data																
5	Attempted to secure employment after applica-																
	tion contact (at either Abilities or Fairchild 0 = yes 1 = no	-	:	2 2	0	-	<u>-</u>	35 14	0	=	-	0	0	-	:	1	0
6	2 = omitted or data not available Through what agency?	-	-	0	14	-	-	3	196	-	-	0	1	-	-	0	0
	0 = made no attempt 1 = Division of Rahabilitation	_	-	1 0	0		-	14	0	-	-	0	0	-	-	0	0
	2 - New York State Employment Service	-	-	0	Ō	-	:	n	ō	=	=	0	0	-	-	0	0
	3 = private employment 4 = friends or family	_	-	0	0	:	-	6	0	_	_	0	0	:	_	0	0
	5 = newspaper or radio ad 6 = other		-	0	0	:	-	14 5	0	-	-	0	0	-	-	0	0
	7 = unclassifiabls 8 = combination	-	-	1	0	-	-	1	0	-	-	0	0	-	-	0	0
	9 = omitted or data not available	=	:	0	ft 0	=	-	5 5	0 196	-	=	0	0	=	_	0	0
7	What were the results? 0 = still unemployed			,				25					_				
	1 = rejected	-		0	0	-	:	25	0	-	-	0	0	:		0	0
	2 = accepted - presently employed 3 = unclassifiable	-	-	0	0	=	-	17 1	0	-	-	0	0	-	-	0	0
	<pre>u = omitted or data not available 5 = other</pre>	-	-	0	4 0	=	=	Įt Įt	196 0	-	Ξ	0	0	:	-	0	0
8	Whers working now?																
	0 = presently unemployed 1 = part-time employment	-	-	3	0	:	-	25 2	0	-	-	0	0	-	=	1	0
	2 = manufacturing 3 = retail businees	-	-	0	ŏ	-	-	7	0	-	-	o o	0	=	=	0	0
	4 = earvice industries	-	-	0	Ō	-	-	2	0	-	-	0	0	-	-	0	0
	5 = agriculture and fishing 6 = transportation	-	-	0 .	0	-	-	0	0	-	-	0	0	:	=	0	0
	7 = government eervice 8 = insurance and finance	-	:	0	0	:	-	1 2	0	-	-	0	0	-	-	0	0
	9 = other Y = omitted or data not available	-	-	1 0	0	:	-	12	0	=	-	0	0	=	-	0	0
9	Source of support?															j	
	0 = present job 1 = parents	-	:	1	0	-	-	19 9	0	-	-	0	0	-	-	0	0
	2 = epouse	-	-	0	0	-	-	2	0	-	-	0	0	-	-	0	0
	3 = children 4 = other members of family	-	-	0	0	-	-	0	0	-	-	0	0	:	=	0	0
	5 = psnsion 6 = public aseistance (welfare)	-	-	0	0	:	-	2	0	-	-	0	0	-	-	0	0
	7 = savings 8 = other sources	-	-	0	0	-	-	i	ő	-		0	0	-		i	0
	Y = unclassifiabls X = omitted or data not available	-	-	0	0	-	-	2	0	-	-	0	Ō	-	-	0	0
	Y = combinations	-	=	ı	0	:	-	11 12	196 0	=	=	0	0	=	=	0	0
10	How do you spend time?	_	_			_	_	3	0	_			0			0	
	1 = reading	-	-	o	0	-	-	0	0	-	-	0	0	-	=	0	Ō
	2 = special hobby 3 = music	-	-	0	0	:	-	0	0	=	-	0	0	-	-	0	0
	4 = work around the house 5 = idleness	-	-	0	0	:	-	11	0	-	-	0	0	-	-	0	0
	6 = employed on job 7 = combination	-	=	3	0	-	-	3 7 25	0	-	-	0	0	-	-	0	0
	8 = other 9 = unclaseifiable	=	-	00	0	-	-	9	0	-	-	0	0	-	-	00	0
,	Y = unclaselilable X = omitted or data not available	-	-	0	4	:	=	2	196	_	-	0	1	=	-	0	0
ıı l	Preferred classification of job?																
	0 = no preference epecified 1 = labor	-	<u>-</u>	1	0	-	-	п	0	-	-	0	0	-	-	0	0
	2 = trade	-	-	0	0	:	-	10	0	-	-	0	0	-	-	0	0
	3 = eervice and domestic 4 = sales	-	=	0	0] :	:	2 2	0	-	-	0	0	-	-	0	0
	5 = offics and clerical 6 = managerial	-	-	1 0	0	-	-	12	0	-	-	ŏ	0	-	-	0	0
	7 = professional and semi-professional 8 = other	=	-	0	0	-	-	1	0	=	-	0	0	-	-	1	0
	9 = unclassifiable	=	=	1	0	-	-	5	0	-	-	0	0	-	-	0	0
	Y = omitted or data not available	-	-	1	4	-	-	3	196	-	-	0	1	-	-	0	0



Supplem	and not interviewed												IRC				
	entary Code: Fopulation 3 (Rasigned) Item Content	Emplo	Not	Disch	Not	Resig	Not	Appli	cants Not	Popula Emplo	tion 1 yees Not Intv.	_	tion 2 arged Not Intv.	Popule Resig		_	ation 4 icants Not Intv.
	and Coded Response	Intv.	Intv. Total	Intv.	Intv. Total	Intv. Total	Intv. Total	Intv. Total	Intv. Total	Total	Total	Total	Total	Total	Total	Total	Total
Item #	1. Totals of Four Population Groups	-	-			2	5	-				-	-	0	3	-	
1-4	Identifying Deta																
5	When did you leave? O = within 6 months	_	_	_				_	_	_	_	_	_		3	_	
	1 = 6 months to 1 year 2 = 1 year to 2 years	-	-	-	-	li	2	-	-	-	-	-	<u>-</u>	0	0	-	-
	3 - 3 years or more	-	-	-	-	ō	ő	-	-	-	-	-	-	ō	ō	-	-
6	Why? O = reduction in force or business slowed		_	_	_	0		_	_	_	_	_	_	0	3	_	_
	down 1 = obtain job with higher pay	_	_	_	_	0	1	_	_	_	_	_	_	0	0	_	
	2 - obtain job with more congenial working conditions	-	-	-	-	ŏ	ō	-	-	-	-	-	-	ŏ	ŏ	-	-
	3 = obtain job nearer home 4 = because of handicap or illness	-	-	-	-	0	0	-	-	:	-	-	-	0	0	-	:
	5 = preferred non-handicapped work associetes 6 = obtain job with more status and responsi-	=	-	=	-	0	ŏ		-	-	=	-	-	0	0	=	-
	bility 7 = other reason					2	4				_		_	0	0	_	_
	9 = unclassifiable 9 = unitted or data not evaluable			:		0	0		=		=	=	=	0	0	=	-
7	How learn about present job?																
	O = contacts on job at Abilities l = friends or family	:	-	-	:	0	0	-	-		-	-	-	0	0	-	-
	2 = newspaper or radio ad	-	-	-	-	1 0	0	-	-	-	-	-	-	0	0	-	-
	3 = Division of Rehabilitation 4 = New York State Employment Service	-	-	=	-	0	0	-	-	-	-	-	=	0	0	-	:
	5 = private employment agency 6 = followed own lead	-	_	_	-	0	0	-	-	:	-	-	-	0	0	-	-
	7 = unemployed	-	-	-	-	1	l o	-	-	-	-	-	-	0	0	-	-
	8 = other 9 = omitted or deta not evailable	=	-	:	-	0	1 4	=	-	-	-	=	-	0	3	-	-
8	What like ebout present job? O = doesn't like job		_	_	_	0		_	_	_	_	_	_	0	0	_	_
	l = pay is good	-	=	-	-	0	0	-	=	- 1	-	-	-	0	0	-	-
	2 = contact with congenial people 3 = less physical strain	-	-	-	:	0	0	-	-	:	-	-	-	0	0	-	-
	4 = job has greater responsibility and independence	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	5 - because of employee services and benefits 6 - job is in line with interests, creetive,	-	-	-	_	0	0	-	-	-	-	=	-	0	0	-	:
	challenging 7 = like working out-of-doors	_	_	_	_	1	0	_	_	_	-	_	_	0	0	_	
	8 = unclassifieble 9 = omitted or data not available	-	-	-	-	0	0 5	:	-	-	-	=	-	0	0	=	-
9	What like to change ebout job?					_											
	O = increase pay 1 = improve supervicion	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	:
	2 = receive more responsibility and recogni- tion	-	-	-	-	ŏ	ŏ	-	-	-	-	-	-	ŏ	ő	-	-
	3 = make working conditions more congenial 4 = increase employee services and benefits	-	-	-	-	0	0	-	-	-	-	=	-	0	0	-	-
	5 - reduce amount of physical exertion	-	-	=	_	1	0	=	-	=	=	=	-	0	0	-	-
	6 = would like to get e different job 7 = other reesons		:	-	-	0	0	=	-	-	-	-	-	0	ŏ	_	
	<pre>8 = unclassifiebls 9 = omitted or data not available</pre>	-	:	-	:	0	0 5	:	-	:	-	_	-	0	0	-	-
10	Do you intend to stay on present job?																
	0 • unqualified yes 1 • qualified yes	-	:	_	-	0	0	=	-	-	-	-	-	0	0	_	:
	2 = unqualified no	-	-	-	-	0	ō	-	-	-	-	-	-	0	0	-	-
	<pre>3 = qualified no 4 = omitted or data not evaileble</pre>	-	-	-	=	1	4	-	-	-	-	-	-	0	3	-	:



	ITEMS OF SCHEDULE			ABILITIES INCOR- PORATED		SHELTERED	,WORKSHO	PS			DIVISION OF VOCATIONAL RE- HABILITATION	NURSING TO HANDIO	
	Item Content	Grand Total For All	Servomech Inc	Abilities Inc.	Skills Inlimited Inc.	Brooklyn of Social Se		culoeis	oro Tul and He	ealth	D. V. R. Nassau-Suffolk Unit		Suffolk Nurses
	and	Popula- tions	Handi- capped	Appli- cants	Presently Employed	In-Plant	Homebound Employed	Pree- ently	Appli-	For- merly	Applicants For Jobs,	Handi- capped	Handi- capped
	Coded Response	437	Empld.					Empld.		Embra.	Traineee and Others	at Home	at Home
Item #	Totale By Population Groups	437	23	 71	12	148	55	20	5	3	99	55	46
1-4	Identification Data												
5	Age 0 = Under 21 years 1 = 21 to 25 years	42 42	<u>-</u>	<u>ц</u> 8	1	2 6	- 5 7	- 3	1 2	-	29 8	- 2	5
	2 = 26 to 35 years 3 = 36 to 45 years 4 = 46 to 55 years	86 87 82	10 1 ₄ 1 ₄	16 12 16	3 6 1	11 13 5	7 9 16	3 4 5 5 2	1	1	18 19 11	11 12 12	3 6 5
	5 = 56 to 65 years 6 = Over 65 years Y = Data not available	68 29 1	1 -	11	-	9 2	13 5	2	=	ī -	11 2 1	13	7
6	Sex and Marital Status			7.0									
	0 = Male-single 1 = Male-married 2 = Male- separated	98 167 3	17 -	18 37	3 3 1	9 12 1	9 12 -	3 9 -	2 -	1	37 34 -	6 22 1	7 20 -
	3 = Male-divorced or annulled 4 = Male-widowed 6 = Female-single	8 8 67	-	1 1 7	2 -	- 1 16	1 1 18	- 14	1	-	1 14	3 - 2	1 - 1
	7 = Female-married 8 = Female- separated 9 = Female-divorced or annulled	ц9 7 8	2	3	2 -	2 1	7	2	1	1 -	7	16	6 3
	X = Female-widowed	22	-	<u>r</u>	-	3 3	1 2	1 -	-	1	i i	5	3
7	Home Ownership or Tenancy 0 = Own House (self) 1 = House owned by parents	135 73	18 3	22 13	6 5	1 3	3	5	ī	-	32 36	33 4	15 7
	2 = House owned by other relative 3 = Rent house 4 = Rent room	21 7 16	=	14 3	=	3 - 6	1 2 2	1 - 2	2	-	1 1 6	8	i -
	5 = Board 6 = Apartment	3 85	- 2	- 11	-	32	23	- 8	-	2	1 5	1 1 6	1
	X = Other arrangements Y = Data not available	93 4	-	18	1 -	3	23	<u>_</u>	2	1	17 -	6	18 3
8	Tenure on Present Job 0 = Presently unemployed 1 = 1 Month or less	180 17	-	31 1	- 2	i	ī	<u>-</u> 4	5	2	66 6	38 2	38
	2 = More than 1 month, lees than 6 months 3 = 6 Months, less than 1 year 4 = 1 Year to under 2 years	67 23	іц —	12 7	14 2	14 6	4 2	9	=	=	12 2	<u>4</u>	т
	5 = 2 Years to under 3 years 6 = 3 Years to under 5 years	34 12 30	1 7	13 2 2 2	<u>l</u> -	5 4 7	7 3 11	3 - -	=	-	2 1 2	1	=
	7 = 5 Years to longer 8 = Employed but tenure not available X = Other	56 3 15	11 - -	1 1 1	=	11 -	24 2 1	=	=	- - 1	- - 8	7 - 2	2 - 2
9	Transportation to Work 0 = Presently unemployed	180	_	31		_	_	_	5	2	66	38	38
	2 = Car pool or paid ride 3 = Drives own car 1 = Bus	12 66 24	2 20	2 22 2	7	1 - 8] :	1	F	-	ь 8	1 6	1 2
	5 = Taxi 6 = Walk 7 = Brought by member of family	1 14		=	1	°	=	10 - -	F	- 1	14 - 6	- - 2	1 1
	8 = Several or combination 9 = Subway	17 39	1 -	1 6 4	3 -	6 29	=	3 6	=	=	ì	1	1 -
	X = Other Y = Data not available	76 1	-	3	=	í -	55	-	-	-	9 1	6	2 -
10	Number of Changes in Residence in Past 3 Years 0 = No change in past 3 years 1 = 1 Change	322 81	16	53	7	地	51	16	3	3	64	37	28
	2 = 2 Changes 3 = 3 Changes	17 7	1 -	14 2 1	1 -	<u>-</u>	- -	3 -	2 - -	=	23 5 2	12 14 2	9 4 2
	h = h Changes 5 = 5 Changes 6 = 6 Changes f = Data not available	3 2 3	- -	- - ī		=	=	=	-	=	1	=	2 1
11	Kind of Changes in Address 0 = No change in past 3 years	322	16	53	7	- -	51	Ī 16	-	3		=	
	1 = Within same boro, boro to boro 2 = Within same suburban village 3 = From county to county within New York City	15 15	1	1	-	3 -	3 -	14	Ĭ.	-	64 8	37	28 - 4
	4 = From city to suburb 5 = From out-of-town to New York City	21 ₁ 2	2	3 2 1	2	=	1 =	=	1 - -	E	8	7	3
	6 = From outside N.Y.C. to Long Island 7 = Suburban to suburban X = Other	6 21 18	- 2	1 3 2	3	=	- - 1	=	E	ŧ	1 10 5	2 5 2	2 -
12	Y = Data not available Reason For Last Change in Address	10	ì	ì	-	1	-	-	-		3	í	6 3
	0 = No change within last 3 years 1 = Purchased house 2 = Married and moved to new residence	322 24	16	53 4	7 2	եկ 1	51 -	16	3 1	3	64 11	37 3 1	28
	3 = To reduce rent 4 = To move near work	5 7 5	3 - -	- 2 2	1	=	1	1 -	E	-	2 -	1 1 2	1
	5 = To be near kin 6 = To find first floor quarters or elevator building	3	-	1	-		-	-		-	1	2	-
	<pre>7 = Combinations X = Other reasons Y = Data not available</pre>	63	2	9	2	3	3	3	1	=	20	1 - 8	5 12
		-					-	-		-	1	-	-



TTEMS OF SCHEDULE OPEN 1						OPEN INDUSTRY ABILITIES INCOR-		SHELTERED	WORKSHO		DIVISION OF		SERVICES		
-			Grand	Servomech	enisms	PORATED Abilities	Skills	Brooklyn 1	Burean	Queensb	oro Tul	per-	VOCATIONAL RE- HABILITATION D. V. R.	HANDIO Nassau	APPED Suffolk
		Item Content	Total For All Popula-	Inc		Inc.	Inlimited Inc.	of Social Se	rvice	culosis Ass	and He	ealth on	Naseau-Suffolk Unit	Nurees	Nurses
and Coded Response		tions	Handi- capped Empld.		Appli- cants	Presently Employed	In-Plant Employed			Appli- cants	merly	Applicants For Jobs, Traineee and		Handi- capped at Home	
Totale By Population Groups		437	23		71	12	48	55	20	5	3	Others 99	55	46	
	em #	Interviewee's Birthplace 0 = Suffolk 1 = Nassau 2 = New York City 3 = U.S outeide N.Y.C. or Long Island 4 = Other country 5 = Unclassifiable	22 34 225 73 82 1	1 15 1 ₄ 2		1 8 43 13 5	1 - 9 1 1	- 26 7 15	- 32 6 17	- 9 3 8 -	3 2	3	8 19 42 18 12	2 5 29 7 12	9 1 17 14 5
	14,	Parents' Birthplace 0 = L.I. or N.Y.C both parents 1 = U.S. other than N.Y.C. or L.I. both parents 2 = Other country - both parents 3 = 1 Parent, L.I. or N.Y.C 1 parent other part of U.S. 4 = 1 Parent L.I. or N.Y.C 1 parent other country 5 = 1 Parent U.S., not L. I. or N.Y.C., 1 Parent other country	92 57 211 21 28	5 2 9 4 3		11 35 3 6	5 1 3 2	10 6 27 1 3	9 2 37 - 3	2 3 13 - 1	1 - -	3 -	25 14 39 7 4	14 8 27 - 2 3	10 10 15 4 6
	15	6 = Unclassifiable Y = Data not available How Long Has Employee Been in United States 0 = Entire Lifetime	9 2 355	- - 21		66	- 11	1 - 33	38	12	3	-	1 1 87	1 43	1 - 41
		<pre>1 = Iess than 5 years 2 = 5 to under 10 years 3 = More than 10 years but less than lifetime Y = Data not available</pre>	5 9 65 3	2 -		- - 5	1 -	2 3 8 2	16	2 5 1	1 1 -	1 2 -	1 2 9 -	11 -	5
	16	Citizenship 0 = Yee 1 = No 2 = In process	425 5 7	23		71 - -	12 - -	47 -	52 2 1	18 1 1	1 1 -	3 -	96 - 3	54 1	45 1
	17	Name of Present County 0 = Suffolk 1 = Nassau 2 = Queens 3 = Kinge (Brooklyn) 4 = Manhattan 5 = Bronx 7 = Outside N.Y.C. or L. I.	90 176 51 112 4 2	3 17 3 - -		1 35 18 12 3 2	12 - - - - -	- 1 45 1 - 1	- - 55 - -	20	- 15	3	28 69 1 - - 1	55 - - -	ц6 - - - -
	18	Persons in Household 0 = No one (lives alone) 1 = Spouse 2 = Spouse and own children 3 = Spouse, own children, and 1 or both parents 4 = Spouse, own children, and persons other than parents 5 = Spouse and 1 or 2 parents 6 = Spouse and persons other than parents 7 = Own children, 18 years or older 8 = 1 or both parents 9 = 1 or both parents and at least 1 brother or sister X = Other household composition Y = Data not available	12 68 102 5 12 5 11 8 59 59	5 10 - 3 - 1		5 14 17 2 1 1 2 3 6	2 2 3 2 3	8 4 7 7 - 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	9 13 2 - - - 2 21 2 5	2 2 8 2 15 -	1 2 2 2	1 1	8 9 2h 1 1 1 1 1 27 12 12	1 5 3 2 2 3 8	1 10 2 2 - 1 1 1 1 7 7
	19	Number of Own Children at Home 0 = No children at home 1 = 1 Child 2 = 2 Children 3 = 3 Children 4 = 4 Children 5 = 5 Children or more	284 69 48 17 13 6	10 6 5 1 1 1 -		43 11 10 4 2 1	9 1 1 -	37 6 1 1 2	լլլ 10 - 1	11 3 4 1 -	5	1 - 1	73 7 11 3 4	23 15 9 5 2	28 10 6 1
	20	Ages of Own Children at Home; Specify Ages of Children 0 = No children at home 1 = Under 18 years of age 2 = Over 18 years of age X = Other agee Y = Data not available	284 96 38 15	10 11 - 2		43 17 8 3	9 3 -	37 6 1 1	44 2 7 -	11 7 1 1	5	1 1 1	73 19 2 3 2	23 15 12 5	28 15 3 -
		Number of Pereons in Household Other Than Interviewee 0 = None 1 = 1 Pereon 2 = 2 Persons 3 = 3 Persons 4 = 4 Pereons 5 = 5 Persons 6 = 6 Persons 7 = 7 Persons 8 = 8 Persons or more Y = Data not available	12 98 108 86 53 32 7 7 2 2	568822		5 11, 18 14, 1, 1, 1, 1, 1, 1,	23222	8 10 13 6 6 3 1 - 1	9 20 15 1 3 3 - 1	255521111	3	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	8 17 20 24 12 10 4 2 - 2	4 9 16 2 8 4 1 1	14 12 7 3 5 - 1



	ITEMS OF SCHEDULE		OPEN II		ABILITIES		SHE LTERED	WORKSHO	PS			DIVISION OF VOCATIONAL RE-		SERVICES
		Grand			INCOR- PORATED	Skills Brooklyn Bureau		Queenst	- Thu	ho=	HABILITATION D. V. R.	HANDIO Nassau		
	Item Content		In		Abilities Inc.	Unlimited Inc.	of Social Se		culosis		ealth	Naseau-Suffolk Unit		Nurses
	and	For All Popula- tions	Handi-		Appli-	Presently	In-Plant	Homebound	Pree-	Appli-	For-	Applicants For Jobs,	Handi- capped	Handi-
	Coded Reeponse	437	capped Empld.		cante	Employed	Employed	Employed	ently Empld.	Cants	Empld.	Trainsee and Others	at Home	capped at Home
	Totals By Population Groups	437	23		71	12	Ц8	55	20	5	3	99	55	46
Item #	Handicapped Persons in Household													
	0 = No one 1 = Spouse	363 26	21 1		60 6	10 1	45 1	47 1	20	4 -	3	81 5	40 7	32 4
	2 = Fathsr 3 = Mother	11 10	1 -		1 1	1 -	1	1	:	1	-	3 2	1	2 4
	4 = Both Parents 5 = Children	1 6	-		ī	-	- 1	1	-	:	-	2	1	- 1
	6 = Other relatives 8 = Combinations	12 4	-		1	-	_	4	-	-	-	2 1	3 2	2
	X = Persons other than those mentioned above Y = Data not available	2 2	=		ī	-	-	-	-	=	-	2	=	-
23	Type of Handicap of Disabled Persons in Household													
	0 = No ons handicapped in household 1 = Paralysis	363 5	21		60	10	45 1	47 1	20	1	3	81 1	40 1	32
	2 = Vision 3 = Hearing	1 3	-		2	-	-	=] :	:] -	- 1	1 -	:
	4 = Cardiac 5 = Multiple Handicap	10 7	1 -		1 -	-	1	2	:	:	=	1 -	2 2	2 4
	X = Other handicap Y = Data not available	46 2	1 -		7	2 -	-	5 -		=	=	1 1	9 -	8 -
24	Special Problem with Handicapped Person in Home													
	0 = No one handicapped in household 1 = No, although handicapped persons are	363	21		60	10	45	47	20	4	3	81	40	32
	in household 2 = Yes	36 31	2 -		7 3	2	3	6	:	ī		8 7	6 8	7 6
	Y = Data not available	7	-		1	-	-	1	-	-	-	3	1	1
25-26	Ol - Amputation	21	2		8	1	-	14	_	-	-	4	1	1
	02 = Ankyloeis Ol ₁ = Arthritis	10	ī		3		1	1	-	-	-	2	2	-
	06 = Cardiac 07 = Cerebral Palsy	40 20	2 -		9	1 -	3 -	6 3	3 -	=	1 -	6 7	5	3
	09 = Congenital deformities 10 = Deafness	25 25	1 2		1 3 1	-	5	2 -	=	-	-	2 15	-	-
	<pre>11 = Deformed limb (not congenital) 12 = Diabetes</pre>	6	=		1] =	2	1	-]=	-	15 3 1	2	1
	ll = Epilepey 15 = Erb's Paralysis	1 1	=	1	-] =	6	4-	-	1=	-	3 -	ī	1 -
	18 = Joint diseass 19 = Multiple-sclerosis	9	-		1	1 -	-	2	=	-	-	-	5	1
	20 = Muscular Dystrophy 21 = Nervous and Mental	38 38	-		3	1	9	4 -	-	-	-	24	-	1
	22 = Osteomyelitis 23 = Geriatric	1	=		3	1 -	-	-	=]:	-	-	-	ī
	24 - Paralysis (other than post-poliomyelitie dieability	34	-		3	-	6	7	- 1	1-	-	4	3	п
	25 = Paraplegia (other than paralysis or post-poliomyelitis disability)	16	10		2	1	-	3	-	-	-	-	-	-
	26 = Parkinson's dissase 27 = Post-Poliomyelitis	3 36 6	2		10 1	2	2	8 2	=	-	-	1 4	5 2	3
	28 = Rheumatoid Arthritie 29 = Speech Defect	3	=		-	1 1	i	-	16	5	- 2	1 4	15	n
	30 = TB Arrssted, or TB 31 = Ulcer	58 1 26	=		1 8	=	4 -	3	-	-	-	6	1	3
	32 = Vieual impairment 34 = Post Pneumonectomy 9X = Other handicap; unclaesifiabls	2 42	3		1 5	ll i	5 1 2	3	1	-	=	12	12	3
	9Y = Data not available	1	-		2	=	-	1 -	=	-	-	-	-	í
27-28	Multiple Handicap OO = No multiple handicap	248	21		45	10	30	2	15	2	-	74	40	9
	01 = Orthopedic-Vision 02 = Orthopedic-Hearing	1 3 1	ī		2 -	∥ :		-	-	=	-	1 2	1 -	-
	03 = Orthopedic-Cardiac Oh = Orthopedic-Dlabetic	2	=		i	-	:	-	=	-	-	1	ī	-
	05 = Orthopedic-Ulcer 06 = Orthopedic-Epilepsy	2	-		i	1 =	- 1	1 1	1 =	F	-	1	-	1
	10 = Vieion-Hearing 12 = Vieion-Diabetic	4 2 1	-		-	-	1	=	=	F	-	1 1	-	=
	20 = Hearing-Cardiac 25 = Hearing-Speech	2 87	-		9	- - 1	1 8	19	- 4	-	E	1 13	13	18
	9X = Other multiple handicaps 9Y = Data not available	80	1 -		12	ı	7	32	i	2	3	13	12	18
29	Extent of Orthopedic Handicap 0 = No orthopedic handicap	200	6 2		25 9	3 4	34 2	5 2	20	Į.	1	54	29	19
	1 = 1 lower extremity 2 = 1 upper extremity	31 11	1 1		4	ii -	1 -	-	-	F	-	955	1 6	-
	3 = Both lower extremities 4 = Both upper extremities	54 1 20	12		12 1 3	3 -	- 3	13	1 =	E	=	1	- 2	3
	5 = 1 lower and 1 upper extremity 6 = 1 lower and both upper extremities	2	- i		2		-	-	=	E	E	i	1	-
	7 = 2 lower extremitiss and 1 upper extremity 8 = 2 lower and 2 upper extremities X = Other deficiencies	6 98	l i		77'	- 2	8	2 33	1 =	E	-	1 19	1 14	2 7
	Y = Data not available	ü	=		ll "i	-	1	-	-	h	2	Ĺ	-	2
													11	



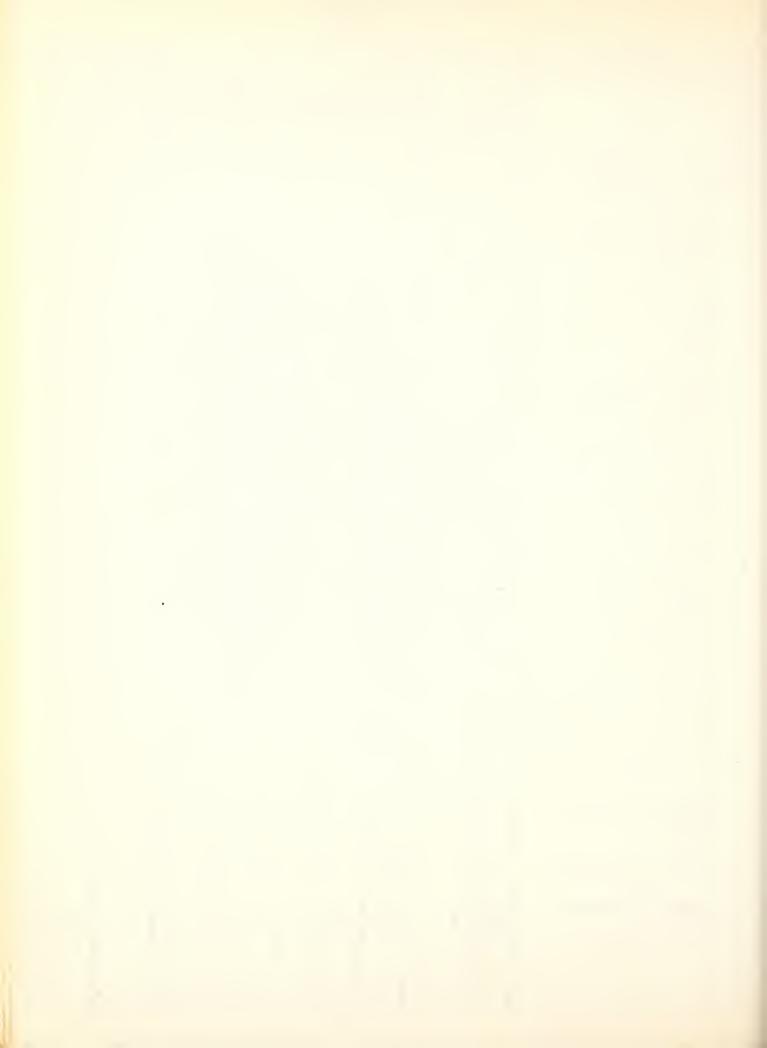
			d Servicee												
ITEMS OF SCHEDULE			OPEN IN	DUSTRY	ABILITIES INCOR- PORATED		SHELTERED	WORKSHO	PS			DIVISION OF VOCATIONAL RE- HABILITATION	NURS ING TO HAND IO		
Γ		Item Content	Grand Total	Servomech Inc		Abilit i es Inc.	Inlimited	Brooklyn of		Queenst		ealth	D. V. R. Naseau-Suffolk Unit		Suffolk Nurses
		and	For All Popula- tions	Handi- capped		Appli-	Inc. Presently Employed	Social Se In-Plant Employed	Homebound	Pres-	Appli-		Applicants For Jobs,		Handi- capped
	Coded Response		437	Empld.						Empld.			Traineee and Others	at Home	at Home
	Totals By Population Groups		437	23		71	12	48	55	20	5	3	99	55	46
I		When Handicap Sustained 1 - Congenital 2 - Acquired in less than 2 years 3 - From 2 to under 5 yeare 4 - From 5 to under 10 years 5 - More than 10 years but not lifetime 6 - Unclassifiable Y - Data not available	47 72 73 63 147 20 15	1 1 2 7 12 -		9 4 11 13 28 3	- 1 4 2 4 1	4 4 10 6 16 2 6	8 2 5 6 32 2	7544	1 2 1 1	1 1 1 -	20 14 14 11 30 7 3	18 12 6 13 4 2	5 20 7 6 6 1
		Circumstances Under Which Handicap Acquired 1 = Congenital 2 = Disease 3 = Accident 4 = Service-connected injury or disease 5 = Geriatric 6 = Combination of above 7 = Unknown X = Other Circumstances Y = Data not available	47 155 40 20 3 1 49 97 25	1 8 3 8 		9 20 4 6 2 1 8 19 2	6 3 1 2 -	15 1 1 - 12 5 7	8 18 5 - 11 10 3	17	5	2 1	20 19 15 4 - 12 23 6	28 2 - - 6 15	5 17 4 - 1 - 17 2
		Physical Aids 0 = None 1 = Wheel chair only 2 = Wheel chair and crutches 4 = Brace or braces only 5 = Crutches only 6 = Crutch or crutches and brace 7 = Artificial limb or hook 8 = Canes only 9 = Cane and braces X = Other or combination of devices Y = Data not available	235 27 5 13 18 2 13 20 8 79	7 6 1 - 1 1 6		38 1 2 3 - 7 4 2 12	6 1 1 2	31 - 2 - 2 - 10 3	17 13 1 2 5 - 1 5 3 4	20	1	1	59 - - 5 6 - 3 1 1 19 6	29	23 2 - 1 1 4 2 13
		Length of Time in Hospital O = No hospitalization 1 = Less than 1 month 2 = From 1 month to under 6 monthe 3 = 6 months to under 1 year 4 = 1 year to under 2 years 5 = 2 years to under 5 years 6 = 5 years to under 10 years 7 = 10 years or more X = Other or dees not apply Y = Data not available	91 66 104 51 36 44 18 3 15	3 1 3 4 3 5 1 2		20 9 21 6 3 5 2	1 1 5 1 - 2 1 - 1	14 7 12 3 4 3 1 -	8 4 13 7 6 9 5 2	1 2 3 6 4 4	1 3	1 - 1	34 18 16 13 3 7 3 1 1	11 18 8 7 3	6 13 11 3 4 3 4 -
		Present Medical Attention 0 = None 1 = Home 2 = Clinic 3 = Ambulatory, goes to doctor X = Other Y = Data not available	136 19 91 124 65 2	10 - 5 3 4 1		39 - 10 16 6 -	4 - 1 6 1	16 15 16 -	16 1 10 22 6	- 17 3 -	112111	2 1 -	48 2 6 40 3	11 14 7 23	3 5 6 10 22
		Extent of Formal Education 0 = No formal education 1 = Less than 6th grade 2 = 6th grade completed 3 = 8th grade completed 4 = High school incomplete 5 = High school completed 6 = Some college, but not completed 7 = College graduate X = Other schooling Y = Data not available	17 21 23 82 110 82 36 14 49	15566		2 - 1 13 20 12 11 3 7	1 - 1 5 5 5	1 4 3 13 15 7 -	4 8 4 8 11 11 - 2 6	- 17352 - 2 -	1 3	1 - 2	5 4 6 13 25 17 6 4 19	3 1 6 13 11 8 6 4 3	1 4 1 7 12 9 5 1 6
		Job Skills Prior to Handicap 0 = No skills 1 = Unskilled labor 2 = Semi-skilled labor 3 = Skilled labor 4 = Service and Domestic 5 = Sales 6 = Office and Clerical 7 = Managerial 8 = Professional or Semi-professional X = Other Y = Data not available	148 22 26 65 33 11 56 23 16 32 5	7 3 1 5 2 - 3 1 - 1 - 1		29 -6 15 2 3 5 4 4 3	3 1 1 3 3 - 1 2 - 1 - 1 1	19 3 2 6 4 - 6 1 1 5	26 5 4 5 4 1 6 1 1 2	-2235141-2-	1 1 1 1 1	1 1 - 1	51 3 2 7 12 2 10 4 4	3 3 3 10 3 1 14 8 2 8	9140136-453
		Continued Use of Prior Skille After Handicap and Addition of New Skills 0 = No prior skill 1 = Yes 2 = Old skills plus new skills 3 = No h = Does not apply Y = Data not available	148 49 7 218 1 1	7 2 11 3		29 5 4 31 - 2	3 1 - 8	19 2 - 25 - 2	26 - 28 -	20	- - 3 - 2	1 1	51 17 31	3 16 2 31 1 2	9 5 1 29 -
	38	Job Skills Acquired Subsequent to Handicap 0 = No new ekill acquired 1 = Unskilled labor 2 = Semi-skilled labor 3 = Skilled labor 4 = Service and Domestic 5 = Sales	209 78 35 29 2	2 1 7 10 -		26 7 6 10 1	2 1 5 2 - 1	14, 20 4, - 1	13 31 2 1	19 1	3 - 1	2 1	56 12 7 2 -	43 - 1 - 2	32 1 4 2 -
						U		1						Ш	



ITEMS OF SCHEDULE				 ABILITIES INCOR- PORATED	SHELTERED WORKSHOPS						DIVISION OF VOCATIONAL RE- HABILITATION	NURSING TY HANDIO	
	Item Content	Grand Total	Servomech Inc	Abilities Inc.	Skills Inlimited Inc.	Brooklyn of Social Se		Queenst		alth	D. V. R. Nassau-Suffolk Unit		Suffolk Nurses
	and	For All Popula- tions	Handi- capped		Presently Employed		Homebound	Pres-	Appli-	For-	Applicants For Jobs, Trainees and	Handi- capped	Handi- capped
	Coded Response	437	Empld.					Empld.		Empld.	Trainees and Others	at Home	at Home
74.	Totals By Population Groups	437	23	 71	12	48	55	20	5	3	99	55	46
Item 38		29 5 6 31 4	- 1 2	10 2 1 7	1	7 - - 1	- - 7 1	-	1		lı 2 2 10 1	3 1 2 3	3 - 2 1
39	Where Skills Acquired in Relation to Handicap O = No skills acquired subsequently 1 = School in hospital 2 = Special school outside hospital 3 = On the job training (gainful employment) b = Combination 5 = Sheltered workshop training X = Other Y = Data not available	209 2 40 49 1 81 46 9	2 7 10 - 3 1	26 - 12 20 1 1 10	2 - 3 - 7 -	114 - 2 - 29 2	13 - 1 - 37 3 1	19 - - - 1	2 - 2 1 -	2 1	56 10 11 - 2 17 3	43 1 3 3 - 4 1	32 1 3 2 - 1 6 1
40	Military Service 0 = No military service 1 = Regular Forces - Enlisted 2 = Non-commissioned 3 = Commissioned 4 = Reserve Forces - Enlisted X = Other (specify) Y = Data not available	330 49 38 3 7 9	7 5 11 - - -	51 8 9 1 1	8 - - - -	42 4 2 - -	52 3 - - - -	16 3 1 -	1 - - -	2 1	76 11 6 2 1 3	41 5 3 - 2 3 1	31 9 2 - 3 1
41	Gainfully Employed Before Disability O = Yes, full time 1 = Yes, part time 2 = No X = Other Y = Data not available	275 3 150 8 1	16 7 -	43 - 28 -	9 - 3	27 20 - 1	31 1 23 -	20	1	2 - 1 -	47 2 50 - -	42 - 7 6 -	34 11 1
1,2	Number of Jobs Held in Past 5 Years O = None - unemployed 1 = 1 job 2 = 2 jobs 3 = 3 jobs 4 = 4 jobs 5 = 5 jobs or more Y = Data not available	77 199 93 29 10 23 6	1 19 3 - - -	7 18 16 12 4 12 2	4 5 3 - -	30 15 1 - 1	3 47 4 1 - -	7 12 1 -	1 2 1 - 1	1 1	29 32 17 6 4 10	16 25 9 3 2	16 15 11 3 - 1
竹竹	Type of Present Work O = Presently not working 1 = Unskilled labor 2 = Semi-skilled labor 3 = Skilled labor h = Service and Domestic 5 = Sales 6 = Office and Clerical 7 = Managerial 8 = Professional or Semi-professional X = Other Y = Data not available	180 125 40 18 7 7 26 8 4 21	2 13 5 - 2 2 1	31 9 4 8 2 1 9 2 2 2 2	1 9 1	31 6 - 1 9	555 - - - - - - - -	20	5-1-1-1-1-	2	66 7 5 2 4 2 1 1	38 1 1 2 5 1	38 - 2 1 - 1 1 1 - 2
45	Length of Unemployment Immediately Prior to Present O Had never worked 2= From previous work to present without interruption 3= Less than 6 months L= 6 months to under 1 year 5= 1 year to under 2 years 6= 2 years to under 5 years 7= 5 years or more X= Other T= Data not available	62 20 64 29 53 79 44 41	2 2 10 1 2 1 3 2 -	3 9 13 4 13 13 14 8	3 1 1 3 3 3	10 2 2 3 21 6 2 2	17 - 2 - 3 16 14 - 3	13834211	- 2 - 1 - 2		20 5 20 10 10 11 5 9	1 2 4 1 11 6 4 20 6	8 2 5 2 7 3 2 4
Įr č	D = Does not apply 1 = Handicapped employee of plant 2 = Non-handicapped employee of plant 3 = Friend or neighbor 4 = Newspaper or magazine 5 = Radio or Television 6 = Rehabilitation agency (Just One Break,etc. 7 = New York State Employment Service 8 = Private employment agencies 9 = Combination X = Other T = Data not available	191 2 3 62 30 0 1 25 8 24 26 36 11 14 4	- 8 2 - 1 1 3 1 8 	31 1 	772233	- - - - - - - - - - - - - - - - - - -		2 15 2 15 2 2	511111111111111111111111111111111111111	2	73 1 - 5 1 - 1 - 1 - 5 12 - 8 8 8 8 3 2 2	40 -1 43 -1 5 1 5 1 5 1 	40 -1 1 -1 1 -1 1 -1 1 -2 1 -39 -2 1



	ITEMS OF SCHEDULE		OPEN IN	 ABILITIES INCOR- PORATED	ILITIES SHELTERED. WORKSHOPS						DIVISION OF VOCATIONAL RE- HABILITATION	NURSING SERVICES TO HANDICAPPED	
Item Content			Servomech Inc	Abilities Inc.	Inlimited	Brooklyn		Queenst culosis	and He	ealth	D. V. R. Nassau-Suffolk		Suffolk Nurses
	and	For All Popula- tions	Handi- capped	Appli- cants	Inc. Presently Employed		Homebound Employed	Pres-	ociatio Appli- cants	For- merly	Unit Applicants For Jobs,	Handi- capped	Handi- capped
Coded Response			Empld.					Empld.		Empld.	Trainees and Others		at Home
Item #	Totals By Population Groups	437	23	 71	12	4 8	55	20	5	3	99	55	46
50	Holidays Spent Together By Family 1 = Yes (includes all or part) 2 = No (includes those with no family) Y = Data not available	394 41 2	23 - -	66 4 1	11 1	42 6 -	46 9 -	17 3 -	5 -	3 -	88 10 1	49 6 -	- 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7
	Interviewee's Visits to Extended Family 0 1 - No family surviving or within vicinity 2 - Visits now and then 3 - Often visits 4 - Visits regularly one to three times a	20 98 70 238	1 2 19	1 10 13 45	1 20 25 25	2 12 9 25	5 19 1 30	3 2 2 13	1 2 -	2 -	1 25 11 59	2 12 16 21	5 11 11 19
	year Y = Data not available	6 5	1 -	2 -	-	-	=	-	ī	-	3	3	-
	Members of Household Gainfully Employed 1 = Lives alone 2 = Spouse 3 = Father 4 = Mother 5 = Children 6 = Combination X = Other relatives Y = Data not available	42 123 89 30 14 23 52 61	114 6 1 - 2	5 17 17 5 3 5 10 8	2 2 4 - 1 - 2 1 -	8 17 5 4 1 4 5 4 -	9 14 9 2 1 7 1 12	2 6 4 1 2 5	1 1 2 -	1	8 24 18 13 4 1 17 12 2	14 12 16 1 - 4 8 10	17 8 3 2 1 4 7
	Family Buying (Time Payments) 0 = Nothing being purchased at present 1 = Buying house 2 = Buying car 3 = Buying household appliances 4 = Buying house and household appliances 5 = Buying house and car X = Other purchases Y = Data not available	270 68 22 13 9 17 32 6	6 10 - 2 3 2	39 15 6 1 - 2 7	6 2 - 1 1 - 2 -	կկ 1 1 - - - 1	48 1 1 1 - 3 1	18 1 1	3 1 1	3	52 21 7 4 3 - 11	23 10 4 2 3 7 6	28 6 3 3 - 5
	Number of Real Friends (i.e. people you care about; could call on if in trouble) 0 = None 1 = Very few (1-3) 2 = A few (l-8) 3 = Many (more than 8) X = Other Y = Data not available	北2 117 95 68 1 1	3 5 5 10 -	16 18 18 16 -	2 6 3 1 -	26 9 7 5 -	30 15 5 3 -	7 5 7 1 -	2 2 1	1 1 - 1 - 1 - 1 - 1	30 28 22 16 - 3	17 12 14 9 -	8 16 14 7 - 1
	Real Friends 0 = No real friends 1 = Neighbors 2 = Fellow workers 3 = Schoolmates 4 = Family and relatives 5 = Combination X = Others Y = Data not available	11,2 85 17 28 11 84 64 6	3 1 7 5	16 15 4 6 3 13 12 2	2 6 1 1 - 1 1 1 1	26 8 1 - 5 7	30 11 1 -6 5	7 6 - 2 - 3 2 -	2 1 1	1 1	30 16 2 10 4 22 14 1	17 5 4 2 4 16 7	8 12 1 4 - 10 11
56	Leisure-Time Activities 0 = Alore 1 = In company 2 = Both (at times) Y = Data not available	98 106 213 20	7 5 11	6 22 41 2	3 4 4 1	25 12 8 3	Ц 5 35 1	과 2 2 2	1 2 1	1 2 -	12 27 53 7	10 16 26 3	6 10 30 -
57	Club Membership: Civic Organization 0 = Yes 1 = No Y = Data not available	42 389 6	19 -	11 57 3	2 10 -	48	- 55 -	2 18 -	5 -	3 -	6 91 2	6 49 -	11 34 1
58	Club Membership: Fraternal Organization D = Yes l = No Y = Data not available	33 398 6	23	9 59 3	12 -	48 -	51 -	20	5	3	8 88 3	6 49 -	6 40 -
59	Club Membership: Veterans 1 Organization 0 = Yes 1 = No Y = Data not available	42 390 5	10 13 -	9 59 3	1 11 -	1 47 -	55 -	20	1 4 -	3 -	7 90 2	6 49 -	7 39 -
60	Club Membership: Professional or Trade Association 0 = Yes 1 = No F = Data not available	27 401	23	8 59 4	12	ř18	- 55	20	5 -	3	3 92 4	9 46	7 38 1
61	Club Membership: Other Including Social D = Yes 1 = No Y = Data not available	82 350 5	6 17 -	15 54 2	1 11 -	7ty 14	9 46	20	2 3 -	3	26 72 1	8 46 1	11 34 1
63	Difficulty in Attending Club Meetings 0 * Other 1 * Yes 2 * No	18 131 254	2 20	3 14 51	1 11	2 46	15	1 18	- 1	1 2	1 18 69	13 25 15	1 22 13
	Y = Data not available	34	i	3			5	1	i		ű	2	îó



Data From Handicapped Populations: Eight Settinge and Services

	THINKS OF SOUTHITE		OPEN IN			nd Services		WORKSHO	PS .			DIVISION OF	NURS THE	SERVICES
	ITEMS OF SCHEDULE		OLEN IN	DOD IKI	INCOR- PORATED		C. L. C.	Order				JOCATIONAL RE- HABILITATION	TO TAND I	CAPPED
	Item Content	Grand Total For All	Ssrvomech Inc		Abilities Inc.	Skills Inlimited Inc.	Brooklyn of Social Ss	rvice		and He	ealth on	D. V. R. Nassau-Suffolk Unit		Suffolk Nurses
	and Codsd Response	Popula- tions	Handi- capped Empld.		Appli- cante	Presently Employed	In-Plant Employed	Homebound Employed		Appli- cants	merly	Applicants For Jobs, Trainess and	Handi- capped at Home	Handi- capped at Home
	Totals By Population Groups	437	23		71	12	48	55:2	20	5	3	Others 99	55	46
Item #	Agencies Contacted 0 = None contacted 1 = Federal 2 = State 3 = Local Public l = Federal and State 5 = Federal and Local Public 6 = State and Local Public 8 = Private 9 = Combination X = Other Y = Data not available	86 12 143 22 2 1 9 55 103 3	10 6 5 - - 1 1		17 2 16 1 - 1 8 25	3 1 7 1	12 1 17 - 1 - 1 7 8	- - - 34 21 - -	10 - 9 1	- - - 1 4	1	76 - 1 - 1 - 21	20 1 10 9 - - 3 11 1	13 1 3 12 - 1 5 1
65	Reason For Agency Contact O = None contacted 1 = To obtain funds 2 = Obtain physical aids 3 = Obtain medical care or physical therapy 4 = Obtain employment 5 = To arrange for special training 6 = Combination of reasons X = Other reasons Y = Data not available	86 6 9 20 110 13 70 51 72	10 1 1 5 1 2 2		17 - 2 24 2 16 4 6	3 - 6 - 3	12 - 1 1 20 1 6 2	- 2 - 11 - 14 17 11	10	- - 2 1 1	1 - 1 - 1	- - 6 - 24 5 12 12 40	20 2 1 8 5 1 4 10	13 1 - 8 2 2 11 4 5
66	Expect to Stay Permanently at Present Work O = Does not apply 1 = Unqualified yes 2 = Unqualified no 3 = Qualified yes b = Qualified no Y = Data not available	188 134 54 47 6	19 2 1 1		31 16 13 8 1	11 1 - -	28 13 5 2	38 1 11 2 3	15 1 1 -	5	2 1	72 9 8 9 -	40 8 - 7 -	38 1 1 5 -
67	Plans For Work Elsewhere O = Not working at present 1 = Have no definite plans for work elsewhere 2 = Will seek job in another industry, or own business X = Other plans Y = Data not available	180 146 78 27 6	16 3 4		31 18 17 4	7 5 -	24 20 4	14 55 14 14	16 2 -	5 -	2 - 1 - 1 -	66 16 9 7 1	38 14 2 1	38 5 1 2
68	Have Plans For Further Education or Training O = No 1 = Yes Y = Data not available	294 131 12	11 12 -		47 23 1	10 2 -	42 6	45 10 -	- б 114	3 2 -	3 -	47 49 3	40 11 4	32 10 4
69	Plans to Marry O = Already married 1 = Yes, but plans are indefinite 3 = No, do not plan to marry Y = Data not available	226 65 132 14	19 2 2 -		16 14 1	6 2 4	16 12 18 2	20 7 27 1	12 4 4	1 1 1 2	2 - 1 -	42 17 33 7	39 1 15 -	29 3 13 1
70	Plans to Change to New Housing 0 - Yes, but plans are indsfinite 1 - Yes, plans are dsfinite 2 - No, do not plan to changs housing Y - Data not available	57 3 369 8	20		14 2 53 2	1 11 -	40 -	7 48	2 - 18 -	- 5	1 - 2 -	11 84 4	7 - 46 2	3 1 42
71	Activities Engaged in At Place of Work 0 = Do not participate 1 = Office parties (holiday) 3 = Does not apply X = Other activities Y = Data not availabls	169 2 254 6 6	19 - 3 1		36 - 31 1 3	11 1 - -	46 1 - 1	- 54 - 1	20 - - -	s	3	20 - 77 1 1	11 41 2 1	6 40 -
72	Special Friends at Work With Whom Social Visits are Exchanged 0 - Yes 1 - No 2 - Does not apply Y - Data not available	45 144 245 3	12 11 -		12 27 29 3	12	- rtr rt	2 53 -	1 19 - -	1 1 % 1	- 3 -	6 17 76	- 40 -	1 6 39 -



Supplementary Data From Abilities, Incorporated: Applicants

		II	Yeom Additities, Incorpo	
	Item Content and	Total Population:	Abilitiee, Incorporated	
	Coded Response	Applicants	Applicants	
Item	Total of Population Group 71	71		
#				
1-4	Identification Data			
5	Attempt to Secure Employment After Applica- tion Contact At Abilities			
		50	۳۵	
	0 = yes 1 = no Y = Data not available	58 9 4	58 9 4	
	Source of Support if Not Employed	4	4	
6	0 = Does not apply	40	ЙO	
	1 = Parents 2 = Spouse	6	6 6	
	3 = Children 4 = Other members of family	- 2	2	
	5 = Pension 6 = Public assistance (welfare)	2	2	
	7 - Savings	6 6 2 2 - - 3 6	- - 3 6 6	
	8 = Combinations of above X = Other cources (specify) Y = Data not available	6 6	6 6	
7	How Time is Spent			
	O = TV	2	2	
	1 = Reading 2 = Special Hobby	- 5 - 7 18 30 5	- 5 - 7 18 30 5	
	3 = Music 4 = Work Around the House 5 = Idleness	Ī	Ī.	
	6 = Employed 7 = Combinations	7	7	
	X = Other Ways (specify) Y = Data not Available	30	30	
8	Preferred Classification of Job		,	
		17	17	
	<pre>0 = No preference specified 1 = Labor 2 = Trade</pre>	17 1 13 - 2 10 3 7 14	17 1 13	
	3 = Service and domestic 4 = Salee	2	- 2 10 3 7 14 4	
	5 = Office and clerical 6 = Managerial	10 3	10 3	
	<pre>7 = Professional & semi-professional X = Other (specify) Y = Data not available</pre>	14	7 1	
	Y = Data not available	4	4	
	*			



Data From One Population Group Characteristics of h6 Non-handicapped Employees: Servomechanisms, Inc.

				loyees: Servomechanisms, Inc.	
	ITEMS OF SCHEDULE	OPEN INDUSTRY		ITEMS OF SCHEDULE (Continued)	OPEN INDUSTRY (Continued)
	Item Content and Coded Response	Servomechaniams, Inc. Total Population		Item Content and Coded Responss (Continued)	Servomechanisms, Inc. Total Population
1	Total of Population Group - 46	of Non-handicapped Employees		Total of Population Group - 46	Non-handicapped Employees
Item			Item #		
1-4	Identification Data		1200111111		
5	Age 0 = Under 21 years	6	18	Persons in Household	
	1 = 21 to 25 years 2 = 26 to 35 years	ц 19		0 = No one (lives alone) 1 = Spouse	2 11
	3 = 36 to 45 years 4 = 46 to 55 years	9		2 = Spouse and own children 3 = Spouse, own children, and 1 or both parents	17 2
U.	5 = 56 to 65 years	Ĩ.		4 = Spouse, own children, and persons other than parents	ī
6	Sex and Marital Status O = Male-aingle	12		8 = 1 or both parents 9 = 1 or both parents and st lesst 1 brother or	3 8
1	1 = Male-married 2 = Male-sspsrated	22 1		sister X = Other household composition	2
	7 = Female-married 9 = Female-divorced or annulled	9	19	Number of Cwn Children at Home	1
1	X = Femsle-widowed	ī		O = No children at home 1 = 1 Child	25 7
7	Home Ownership or Tenancy 0 = Own house (self)	21		2 = 2 Children 3 = 3 Children	10 3
	1 = House owned by parents 3 = Rent house	12		h = h Children	í
	6 = Apartment	12	20	Ages of Own Children at Home; Specify Ages of Children	
8	Tsnurs on Present Job 2 - Mors than 1 month, less than 6 months	12		0 = No children at home 1 = Under 18 years of age	25 20
	3 = 6 Months, less than 1 year 4 = 1 Year to under 2 years	3 3		X = Other ages	1
	6 = 3 Years to under 5 years 7 = 5 Years to longer	8 20	21	Number of Persons in Household Other Than Interviewes	
9				0 = None 1 = 1 Person	2 13
	2 = Car pool or paid ride 3 = Drives own car	10 34		2 = 2 Persons 3 = 3 Persons	7# 8
	8 = Several or combination X = Other	1		4 = 14 Persons	6 2
10		20	00	8 = 8 Persons or more	1
	0 = No change in past 3 yeara 1 = 1 Changs	32	22	Handicapped Persons in Household 0 = No one	цо 2
	2 = 2 Changes 3 = 3 Changes	2		2 = Fsther 6 = Other relatives Y = Data not available	2 2 2
11		20	23	Type of Handicsp of Disabled Persons in	-
	0 = No change in past 3 years 1 = Within same boro, boro to boro 2 = Within same auburban village	32 1 1	23	Household 0 = No one handicapped in household	40
	4 = From city to suburb 7 = Suburban to suburban	6		3 = Hearing 4 = Cardiac	1 1
	X = Other	2		X = Other handicap Y = Data not available	2 2
12	Reason for Last Change in Addrsss 0 = No changs within last 3 years	32	24	Special Problem with Handicapped Person in Home	
	1 = Purchased house 2 = Married and moved to new residence	32 5 1		O = No one handicspped in household 1 = No, although handicspped persons are in	40 3
	u = To move near work X = Other reasons	1 7		household 2 = Yes	1
13				Y = Data not svsilable	2
	1 = Nassau 2 = New York City	8 29	25–26	00 = No disability	45
	3 = U.S outside New York City or Long Island 4 = Other country	74		23 = Geriatric	1
וו			35	3 = 8th grade completed	6
	0 = Long Island or New York City - both parents 1 = U.S. other than New York City or Long	16 4		4 = High school incomplete 5 = High school completed	14 22
	Island - both parents 2 - Other country - both parents	17		6 = Some college, but not completed X = Other schooling	3
	3 = 1 Parent, Long Island or New York City - 1 parent other part of U.S.	6	40	Military Service	22
	4 = 1 Parent Long Island or New York City - 1 parent other country 5 = 1 Parent U.S., not Long Island or New York	2		1 = Regular Forces - Enlisted 2 = Non-commissioned	9 14
	City, 1 parent other country	-		X = Other	i
19	How Long Has Employee Been in United States O = Entire Lifetime	42	42	Number of Jobs Held in Past 5 Years 1 = 1 Job	34
	3 = More than 10 years but less than lifetime X = Other	4		2 = 2 Jobs 3 = 3 Jobs	4 5
14				4 = 4 Jobs 5 = 5 Jobs or more	1 1
	0 = Yes	46		Y = Data not available	1
1	0 = Suffolk	6	1111	I = Unskilled labor	12
	1 = Nasasu 2 = Queens	32 5 2		2 = Semi-skilled labor 3 = Skilled labor 7	18 11 5
	4 = Manhattan 5 = Bronx	1 2	45	7 = Managerial Length of Unemployment Immediately Prior to	2
			45	Present 2 = From previous work to present without	12
				interruption 3 = Less than 6 months	10
				4 = 6 months to under 1 year 6 = 2 years to under 5 years	5 2
				7 = 5 years or more X = Other	2 10
				Y = Dsts not available	5



Data From One Population Group Characteristics of h6 Non-handicapped Employeee: Servomechanisms, Inc.

F	1100	1 10 01 10 101 101	The same	Loyeee: Servomechanisms, Inc.	П
	ITEMS OF SCHEDULE	OPEN IND USTRY		ITEMS OF SCHEDULE (Continued)	OPEN INDUSTRY (Continued)
	Item Content and	Servomechanisms, Inc. Total Population		Item Content	Servome chanisms, Inc. Total Population
	Coded Response	of Non-handicapped Employees		Coded Response (Continued)	of Non-handicapped Employees
-	Total of Population Group - 46		4	Total of Population Group - 46	
Item #			Item #		
116	How Heard of Present Work 3 - Friend or neighbor 4 - Newspaper or magazine 7 - New York State Employment Service 8 - Private employment agencies I - Other	8 14, 1, 8 12	66	Expect to Stay Permanently at Present Work 1 = Unqualified Yes 2 = Unqualified No 3 = Qualified Yes 4 = Qualified No Plans For Work Elsewhere	38 1 6
49	Does Family Have Meals Together? O = Lives alone 1 = Unqualified Yes 2 = Unqualified No	2 39 3		<pre>1 = Have no definite plans for work elsewhere 2 = Will seek job in another industry, or own business X = Other plans</pre>	37 3
	3 - Mixed (i.e., sametimes, on weekends)	2		Y = Data not available	í
50	Holidays Spent Together By Family 1 = Yes (includes all or part) 2 = No (includes those with no family)	43 3	68	Have Plans For Further Education or Training O = No 1 = Yes 2 = Undecided	21 2և 1
51	Interviewee's Visits to Extended Family 1 - Never visit 2 - Visits now and then 3 - Often visits	2 8 36	69	Plane To Marry 0 = Already married 1 = Yes, but plans are indefinite 3 = No, do not plan to marry	32 10 4
52	Members of Household Gainfully Employed 0 - Lives alone 1 - None employed 2 - Spouse 3 - Father	2 13 19 5 1	70	Plans To Change To New Housing O = Yes, but plans are indefinite 1 = Yes, plans are definite 2 = No, do not plan to change housing	14 1 31
53	h = Mother 6 = Combination Family Buying (Time Paymenta)	6	71	Activities Engaged In At Place Of Work 0 = Do not participate 1 = Office parties (holiday)	18 3 1
	O = Nothing being purchased at present 1 = Buying house 2 = Buying car 1 = Buying house and household appliances 5 = Buying house and care	12 17 6 1 5	72	3 = Does not apply X = Other activities Special Frienis At Work With Whom Social Visits Are Exchanged	2 <u>h</u>
54	5 = Buying house and car I = Other purchases Number of Real Friends (i.e., people you care about; could call on if in trouble)	5		0 = Yes 1 = No	22 24
	0 = None 1 = Very few (1-3) 2 = A few (\(\beta\)-8 3 = Many (more than 8) x = Other	14 11 17 13 1			
55	Real Friends O = No real friends 1 = Neighbors 2 = Fellow workers 3 = Schoolmates h = Femily and relatives 5 = Combination X = Others	4 3 7 3 1 21 7			
56	Leisure-Time Activities U = Alone 1 = In company 2 = Both (at times) Y = Data not available	3 25 17 1			
57	Club Membership: Civic Organization 0 - Yes 1 - No	5 հղ			
58	Club Membership: Fraternal Organization	<u>η</u> θ			
59	Club Membership: Veterans' Organization 0 = Yes 1 = No	րդ 2			
60	Club Memberehip: Professional or Trade Aesociation I = No	46			
61	Club Membership: Other Including Social 0 = Yes 1 = No	10 36			
63	Difficulty in Attending Club Meetinge 0 - Other 2 - No	45 1			
6H	Agencies Contacted 0 = None contacted 2 = State 8 = Private 9 = Combination Y = Data not available	12 12 7 5			
65	Reason for Agency Contact O = None contacted L = Obtain employment 6 = Combination of reasons Y = Data not available	12 23 1 10			
<u> </u>		11	Ш		



Data From Handicapped Populations

Employed - Unemployed

:	ITE4S OF SCHEDULE	TOTAL	TOTAL	LEVEL OF		ITEMS OF SCHEDULE	TOTAL	TOTAL	LEVEL OF
		EMPLOYED	UNEMPLOYED	SIGNIFICANCE	11	j	EMPLOYED		SIGNIFICANCE
		IN ALL SETTINGS	IN ALL	USING 5% ACCORDING TO	11		IN ALL	IN ALL	USING 5%
		SETTINGS	SETTINGS		II		SETTINGS	SETTINGS	ACCORDING TO
				CHI-SQUARE TEST	ll		ļ		CHI-SQUARE TEST
1	Item Content			1221	11	Item Content			1251
	and			}	ll .	and C. J. D. C. C. C.			
	Coded Response	 			 	Coded Response			
	Totals By Population Groups	N = 257	N = 180			Totals By Population Groups	N = 257	N = 180	
Item #	Identification Data				Item#	Reason for Last Change in Address			
			ł		1	0 = No change within last 3 years	201	121	S
	Age O = Under 21 years	16	26	s		1 = Purchased house 2 = Married and moved to new residence	13	11	NS NS
	1 = 21 to 25 years 2 = 26 to 35 years	28 59	14 27	NS NS		3 = To reduce rent 4 = To move near work	Ц 2	3	NS NS
	3 = 36 to 45 years 4 = 46 to 55 years	59 57 51 34 11	30 31	NS NS	11	5 = To be near kin 6 = To find first floor quarters or	1	2	NS
	5 = 56 to 65 years 6 = Over 65 years	34 11	34 18	NS S	Н	elevator building 7 = Combination	- 3	1 2	NS NS
	Y = Data not available	1	-	NS	11	X = Other reasons	28	35	S
	Sex and Marital Status		.,			Y - Data not available	1	1 1	N3
	O = Male-single l = Male-married	54 107	90 717	NS NS	13	Interviewee's Birthplace O = Suffolk	8	14	s
	2 - Male-separated 3 - Male-divorced or annulled	3 4	i,	NS NS		l = Nassau 2 = New York City	14 145	20 80	S NS
	h = Male-widowed 6 = Female-single	5 49	3 18	NS S		3 = U.S outside N.Y.C. or Long Island 4 = Other country	37 53	36 29	NS NS
	7 = Female-married 8 = Female-separated	16	33	S NS		5 = Unclassifiable	-	í	NS
	9 = Female-divorced or annulled X = Female-widowed	3 5 11	3	NS NS	14	Parents' Birthplace 0 = L.I. or N.Y.C both parents	56	36	NS
		'-		160		1 = U.S. other than N.Y.C. or L.I., both	29	28	NS
	Home Ownership or Tenancy O = Own House (self)	69	66	s	'	parents 2 = Other country - both parents	136	75	NS NS
1 1	1 = House owned by parents 2 = House owned by other relative	30 10	143 11	S NS		3 = 1 Parent, L.I. or N.Y.C 1 parent other part of U.S.	10	11	NS
	3 = Rent house 4 = Rent room	5 14	2 2	NS S		4 = 1 Parent, L.I. or N.Y.C 1 parent other country	16	12	NS
	5 = Board 6 = Apartment	1 74	2 11	NS S		5 = 1 Parent U.S., not L.I. or N.Y.C., 1 parent other country	6	111	s
	X = Other arrangements Y = Data not available	74 53 1	40 3	NS NS		6 = Unclassifiable Y = Data not available	3	6	NS NS
8		1 -	1	,,,,	15	How Long Has Employee Been in United	_	1	
1	Tenure on Present Job O - Presently unemployed	.:	180		12	States		1,5	
	1 = 1 Month or less 2 = More than 1 month, less than	17	-			0 = Entire lifetime 1 = Less than 5 years	204 5	151	S NS
	6 months 3 = 6 Months, less than 1 year	67 23	:		H	2 = 5 to under 10 years 3 = More than 10 years but less than	6	3	NS
	h = 1 Year to under 2 years 5 = 2 Years to under 3 years	34 12	1 :			lifetime Y = Data not available	39	26	NS NS
	6 = 3 Years to under 5 years 7 = 5 Years to longer	30	1 :		16	Citizenship			
}	8 - Employed but tenure not available	56 3 15	-		111	0 = Yes	248	177	NS
	X = Other	15	1 -			1 = No 2 = In process	6	2	NS NS
9	Transportation to Work 0 - Presently unemployed	-	180		17	Name of Present County		l	
	2 = Car pool or paid ride 3 = Drives own car	12 66	:			0 = Suffolk 1 = Nasseu	32 76	58 100	S S
1	li = Bus 5 = Taxi	24 1	1			2 = Queens 3 = Kings (Brooklyn)	34 107	17	NS S
	6 = Walk 7 = Brought by member of family	14 7	-			u = Manhattan 5 = Bronx	4 2		NS NS
	8 = Several or combination 9 = Subway	17 39	-			7 = Outside N.Y.C. or L.I.	2	-	NS
	X = Other	76			18	Persons in Household	30	10	100
	Y = Data not available	1	-			O = No one (lives alone) 1 = Spouse	30 37	12 31	NS NS
1 1	Number of Changes in Residence in Past 3 Years					2 - Spouse and own children 3 - Spouse, own children, and 1 or both	65	37	NS
	0 = No change in past 3 years 1 = 1 Change	201 39	121 42	S S		parents 4 - Spouse, own children, and persons	2	3	NS
	2 = 2 Changes 3 = 3 Changes	9	8 4	NS NS		other than parents 5 = Spouse and 1 or 2 parents	5	7 2	NS NS
	4 = 4 Changes 5 = 5 Changes	1 2	2	NS NS		6 = Spouse and persons other than parents 7 = Own children, 18 years or older		9	S NS
1	6 = 6 Changes Y = Data not available	- 2	2	NS NS		8 = 1 or both parents 9 = 1 or both parents and at least 1	142	17	NS
1		,	1	IN.S		brother or sister	32	27	NS NS
	Kind of Changes in Address O = No change in past 3 years	201	121	s		X = Other household composition Y = Data not available	34 1	29	NS NS
	1 = Within same boro, boro to boro 2 = Within same suburban village	13 4	11 2	S S	19	Number of Own Children at Home			
	3 = From county to county within New York City	2	2	NS		0 = No children at home 1 = 1 Child	162 46	122 23	NS NS
	4 = From city to suburb 5 = From out-of-town to New York City	11 2	13	NS NS		2 = 2 Children 3 = 3 Children	27	21 8	NS NS
	6 - From outside N.Y.C. to Long Island 7 - Suburban to suburban	3 7	3	NS S		4 = 4 Children 5 = 5 Children or more	9	4 2	NS NS
	X = Other Y = Data not available	8	10	NS NS		, current or more			
	1 - Dava Not available		4	NS					
					ш			-1	



Data From Handicapped Populations

Employed - Unemployed

		·							
	ITEMS OF SCHEDULE	TOTAL	TOTAL	LEVEL OF		ITEMS OF SCHEDULE	TOTAL	TOTAL	LEVEL OF
		EMPLOYED	UNEMPLOYED	IGNIFICANCE			EMPLOYED	UNEMPLOYED	SIGNIFICANCE
		IN ALL	IN ALL	USING 5%			IN ALL	IN ALL	USING 5%
		SETTINGS	SETTINGS	ACCORDING TO			SETTINGS	SETTINGS	ACCORDING TO
	Item Content			CHI-SQUARE		The control of the co			CHI-SQUARE
				TEST		Item Content			TEST
	and					and			
	Coded Response					Coded Response			
-					-				
	Totals By Population Groups	N = 257	N = 180			Totals By Population Groups	N = 257	N = 180	
Item #	Ages of Own Children at Home; Specify				Item 27-2	# 8 Multiple Handicap			
20	Ages of Children	1.00	200	, re	21-2	00 = No multiple handicap	11/8	100	NS
	0 = No children at home 1 = Under 18 years of age	162 63	122 33	NS NS		Ol = Orthopedic-Vision O2 = Orthopedic-Hearing	2 2	2 1	NS NS
	2 = Over 18 years of age X = Other ages	22 7	16 8	NS NS		03 = Orthopedic-Cardiac 04 = Orthopedic-Diabetic		1 2	NS NS
	Y = Data not available	3	i	NS		05 = Orthopedic-Ulcer 06 = Orthopedic-Epilepsy	ī	1	NS NS
21	Number of Persons in Household Other					10 - Vision-Hearing	3	1	NS NS
	Than Interviewee O = None	30	12	NS		12 = Vision-Diabetic 20 = Hearing-Cardiac	1	_	NS
	1 = 1 Person 2 = 2 Persons	30 55 68	43 40	NS NS		25 = Hearing-Speech 9X = Other multiple handicaps	1 15	1 կ2	NS NS
	3 = 3 Persons 4 = 4 Persons	46 30	140 23	NS NS		9Y = Data not available	53	27	NS
	5 = 5 Peraons	18	14	NS	29	Extent of Orthopedic Handicap O = No orthopedic handicap	118	82	NS
	6 = 6 Persons 7 = 7 Persons	3 14	3	NS NS		1 = 1 lower extremity	22	9	NS
	8 = 8 Persons or more Y = Data not available	2 1	ī	NS NS		<pre>2 = 1 upper extremity 3 = Both lower extremities</pre>	140	7 14	NS S
22	Handicapped Persons in Household					4 = Both upper extremities 5 = 1 lower and 1 upper extremity	1 7	13	NS S
22	0 ≈ No ons	225	138	S		6 = 1 lower and both upper extremities	2	~	NS
	1 = Spouse 2 = Father	11 5	15	NS NS		7 = 2 lower extremities and 1 upper extremity	1	2	NS
	3 = Mother 4 = Both Parents	3 1	7	NS NS		8 = 2 lower and 2 upper extremities X = Other deficiencies	59 59	ы 39	NS NS
	5 = Children 6 = Other relatives	3 6	3 6	NS NS		Y = Data not available	1	10	S
	8 = Combinations	ů	3	NS NS	30	When Handicap Sustained	24	22	NS
	X = Persons other than those mentioned above	1	1	NS		I = Congenital 2 = Acquired in less than 2 years	29	23 43	S
1	Y = Data not available	1	7	NS		3 = From 2 to under 5 years 4 = From 5 to under 10 years	144 140	29 23	NS NS
23	Type of Handicap of Disabled Persons in Household					5 = More than 10 years but not lifetime 6 = Unclassifiable	102	115	S NS
	O - No one handicapped in household	225	138	S		Y = Data not available	9	6	NS
	1 = Paralysis 2 = Vision	3 -	2 1	ns ns	31	Circumstances Under Which Handicap	1		
	3 = Hearing lı = Cardiac	2 5 1 ₁	1 5	NS NS		Acquired I = Congenital	214	23	NS
	5 = Multiple Handicap X = Other handicap	1 ₁	3 29	NS S		2 = Disease 3 = Accident	100 25	23 55 15	NS NS
	Y = Data not available	1	1	NS		h = Service-connected injury or disease	17	1 3	S
24	Special Problem with Handicapped Person					<pre>5 = Geriatric 6 = Combination of above</pre>	1 -	2	NS NS
	in Home O = No one handicapped in household	225	138	s		7 = Unknown X = Other Circumstances	35 43	14 54	NS S
	1 = No, although handicapped persons	19	17	NS		Y = Data not available	12	13	NS
	are in household 2 = Yes	10	21	S	32	Physical Aids	120	102	100
	Y = Data not available	3	1 4	NS		<pre>0 = None 1 = Wheel chair only</pre>	132 22	103 5 1	NS S
25-26	Diagnostic and Disability Groupings (Primary)					2 = Wheel chair and crutches h = Brace or braces only	8	1 5	NS NS
	Ol = Amputation O2 = Ankyloais	16 1	5	NS NS		5 = Crutches only 6 = Crutch or crutches and brace	10	8	NS NS
	Oh = Arthritis	1 4	6 18	NS NS		7 - Artificial limb or hook	8	5 7	NS NS
	06 = Cardiac 07 = Cerebral Palsy	22 6	14	S		8 = Canes only 9 = Cane and braces	7	1	NS
	09 = Congenital deformities 10 = Deafness	5 15	2 10	NS NS		X = Other or combination of devices Y = Data not available	9	36 8	NS NS
	11 = Deformed limb (not congenital) 12 = Diabetes	3 2	3 4	NS NS	33	Length of Time in Hospital			
	lk = Epilepsy 15 = Erb's Paralysis	li ii	3	NS NS		O = No hospitalization 1 = Less than 1 month	52 36	39 30	NS NS
	18 = Joint disease	1	1 -	NS		2 - From 1 month to under 6 months	51	53 16	s
	19 = Multiple sclerosis 20 = Muscular Dystrophy	3 5	6	NS NS		3 = 6 months to under 1 year h = 1 year to under 2 years	35 26	10	NS NS
	21 = Nervous and Mental Condition 22 = Osteomyelitis	20	18	NS NS		<pre>5 = 2 years to under 5 years 6 = 5 years to under 10 years</pre>	31 12	13	NS NS
	23 = Geriatric Condition 24 = Paralysis (other than post-	i	3	NS		<pre>7 = 10 years or more X = Other or does not apply</pre>	2 7	1 8	NS NS
	poliomyelitis disability)	17	17	NS		Y = Data not available	5	Į,	NS
	25 - Paraplegia (other than paralysia or post-poliomyelitis disability)	16	-	s	34	Present Medical Attention			
	26 = Parkinson's diaease 27 = Post-Poliomyelitis	1 26	2 10	NS NS		O = None 1 = Home	90	կ6 13	NS S
	28 = Rheumatoid Arthritis	3 2	3	NS NS		2 = Clinic 3 = Ambulatory, goes to doctor	63 73	28 51	S NS
	29 = Speech Defect 30 = Tuberculosia, Active or Inactive	34	24	NS		X = Other	23	42	S
	31 = Ulcer 32 = Visual impairment	1 19	7	NS NS		Y = Data not available	2	-	NS
	34 = Post Pneumonectomy 9X = Other handicap; unclassifiable	2 20	22	NS NS					
	9Y = Data not available	-	1	NS NS					
	·								



Data From Handicapped Populations

Employed - Unamployed

		1	r	·					
	ITEMS OF SCHEDULE	TOTAL	TOTAL	LEVEL OF		ITEMS OF SCHEDULE	TOTAL	TOTAL	LEVEL OF
		EMPLOYED	UNEMPLOYED	SIGNIFICANCE			EMPLOYED	UNEM PLOYED	SIGNIFICANCE
		IN ALL	IN ALL SETTINGS	USING 5% ACCORDING TO			IN ALL	IN ALL	USING 5%
-		SETTINGS	SETTINGS	CHI-SQUARE	⊪		SETTINGS	SETTINGS	ACCORDING TO CHI-SQUARE
	Item Content			TEST		Item Content			TEST
	and					and			
	Coded Response					Codad Response			
 				 					
	Totals By Population Groups	N = 257	N = 180			Totals By Population Groups	N = 257	N = 180	
Item #	Extant of Formal Education				Item #	Type of Present Work			
	0 = No formal education 1 = Less than 6th grade	ηή 8	9 7	ns Ns		O = Presently not working 1 = Unskilled labor	125	180	
	2 = 6th grade completed 3 = 8th grade completed	114 12 50 65	11 32	NS NS		2 = Semi-skilled labor 3 = Skilled labor	40 18	-	
	h = High ecbool incomplate 5 = High scbool complated	65 48	32 45 34 15	NS NS		h = Service and Domestic	7 7	:	
	6 = Some collega, but not completed 7 = Collage graduate	21 8	15	NS NS		6 = Office and Clerical 7 = Managerial	26 8	:	
	X = Other schooling Y = Data not available	30 1	19 /	NS NS		8 = Professional or Semi-professional X = Other	1 ₄	-	
36	Job Skille Prior to Handicap	1	-	NO.		Y = Data not available	i	-	
1~	0 = No ekills 1 = Unskilled labor	94 15	54 7	ns NS	45	Length of Unemployment Immediately Prior to Present			
	2 = Semi-skilled labor 3 = Skilled labor	94 15 15 39 20	11 26	NS NS		0 = Had never worked 2 = From previous work to present	34	28	NS
	4 = Service and Domestic 5 = Salea		13	NS .		without interruption	20		S
	6 = Office and Clerical	6 31	13 5 25	NS NS		3 = Less than 6 months 4 = 6 months to undar 1 year	39 20	25 9	NS NS
	7 = Managerial 8 = Professional or Semi-professional	11 8	12 8	ns ns		5 = 1 year to under 2 yeare 6 = 2 years to under 5 years	30 51	23 28	ns Ns
	X = Other Y = Data not available	17	15 4	ns ns		7 = 5 years or more X = Other	31 21	13 20	ns ns
37	Continued Use of Prior Skills After					Y = Data not available	11	34	S
	Handicap and Addition of New Skille O = No prior skill	94	514	NS	49	Does Family Have Meals Together? 0 = Lives alone	30	12	NS
	l = Yes 2 = Old skills plus new skills	26 2	23 5	ns ns		1 = Unqualified Yes 2 = Unqualified No	209	157 2	NS NS
	3 = No 4 = Does not apply	126	92 1	NS NS		3 = Mixed, (i.e., sometimea, on weekenda)	9	5	NS
	Y = Data not available	9	5	NS		Y = Data not available	-	Ĺ	s
38	Job Skills Acquired Subsequent to Handicap				50	Holidays Spent Togather By Family 1 = Yes (includes all or part)	230	164	NS
	O = No new skill acquired l = Unskilled labor	83 64	126 14	S S		2 = No (includes those with no family) Y = Data not available	27	14 2	NS NS
	2 = Semi-skilled labor	29 24	6	S S	51			-	110
	3 = Skilled labor 4 = Service and Domestic	2	5 - 4	ns	21	Interviewea's Visita to Extanded Family O = No family eurviving or within			
	5 = Salas 6 = Office and Clerical	16	13	ns ns		vicinity 1 = Naver visit	12 52	8 46	ns ns
	7 = Managerial 8 = Professional or Semi-professional	3 14	2 2 6	NS NS		2 = Vieits now and then 3 = Often vieits	35 154	35 84	NS S
	X = Other Y = Data not available	25 2	6 2	S NS		h = Visits ragularly one to thrae timee a year	3	3	NS
39	Where Skills Acquired in Relation to					Y = Data not available	1	14	ns
	Handicap 0 = No ekills acquired subsequently	83	126	s	52	Members of Housahold Gainfully Employed O = Lives alone	30	12	NS
	1 = School in hospital 2 = Special school outside hospital	1 18	1 22	ns Ns		1 = None employed 2 = Spouse	83 43	710 710	S S
	3 = On the job training (gainful employment)	43	6	s		3 = Father 4 = Mother	16 8	14 6	NS NS
	4 = Combination 5 = Sheltered workshop training	77	1 4	NS S		5 = Childran 6 ~ Combination	17 26	6 26	NS NS
	X = Other Y = Data not available	30	16 4	NS NS		X = Other relatives Y = Data not available	34	27	NS NS
40	Military Service				53	Family Buying (Time Payments)			
	O = No military servica 1 = Regular Forces - Enlieted	193 28	137 21	ns ns		0 = Nothing being purchased at present 1 = Buying bouse	174 33	96 35	S 3
	2 = Non-commissioned 3 = Commissioned	29 2	9	S NS		2 = Buying car 3 = Buying household appliancas	10 7	12 6	NS NS
	14 = Recerve Forces - Enlisted X = Other	14	7 5	S NS		4 = Buying house and household appliances	5	4	NS
	Y = Data not available	ī	-	NS		5 = Buying house and car X = Other purchases	9 16	8 16	NS NS
41	Gainfully Employed Before Disability 0 = Yes, full time	163	112	NS		Y = Data not available	3	3	NS
	1 = Yes, part time 2 = No	90	1 60	NS NS	54	Number of Real Friends (i.e. people you care about; could call on if in trouble)			
	X = Other Y = Data not available	. 1	7	S NS		0 = None 1 = Vary few (1-3)	92 64	50 53	NS NS
42	Number of Jobs Held in Past 5 Yeare	-				2 = A few (4-8) 3 = Many (more than 8)	53 39	53 142 29	NS NS
"	0 = None - unemployed 1 = 1 job	17 136	60 63	s s		X = Other Y = Data not available	1 8	6	NS NS
	2 = 2 jobe 3 = 3 jobs	66	27	S	55	Real Friends	Ŭ	Ü	160
	1 = 4 jobs 5 = 5 jobs or more	14 13	6 10	ns NS NS))	0 = No real friends 1 = Neighbore	92 44	50 41	NS NS
	Y = Data not availabla	13	5	NS S		2 = Fellow workers	10	7	NS NS NS
						3 = Schoolmates 4 = Family and relativee	12 4	16 7	NS
						5 - Combination X - Other	50 39	3¼ 25	NS NS
						Y - Data not availabla	6	-	NS



Data From Handicapped Populations

Employed - Unemployed

					d - Unemp				
	ITEMS OF SCHEDULE	TOTAL EMPLOYED IN ALL SETTINGS	TOTAL UNEMPLOYED IN ALL SETTINGS	LEVEL OF SIGNIFICANCE USING 5% ACCORDING TO		ITEMS OF SCHEDULE	TOTAL EMPLOYED IN ALL SETTINGS	TOTAL UNEMPLOYED IN ALL SETTINGS	LEVEL OF SIGNIFICANCE USING 5% ACCORDING TO
	Item Content			CHI_SQUARE TEST		Item Content			CHI-SQUARE TEST
	And			1201		and Color D		1	1231
	Coded Reeponse					Coded Reeponee			
	Totale By Population Groups	N = 257	N - 180			Totals By Population Groups	N = 257	N - 180	
Item #	Leieure-Time Activitiee 0 = Alone 1 = In company 2 = Both (at timee) Y = Data not available	68 63 113 13	30 43 100 7	S NS S NS					
57	Club Memberehip: Civic Organization 0 = Yee 1 = No Y = Data not available	26 229 2	16 160 4	ns ns ns					
58	Club Memberehip: Fraternal Organization O = Yee 1 = No Y = Data not available	16 239 2	17 159 4	ns ns ns					
59	Club Memberehip: Veterans' Organization 0 = Yes 1 = No Y = Data not available	24 230 3	18 160 2	ns ns ns					
60	Club Membership: Professional or Trade Association 0 - Yes 1 = No Y = Data not available	고 239 나	13 162 5	ns ns ns					
61	Club Memberehip: Other Including Social 0 = Yee 1 = No Y = Data not available	45 210 2	37 140 3	ns ns ns					
63	Difficulty in Attending Club Meetinge 0 - Other 1 - Yes 2 - No Y - Data not available	169 169 5	13 62 85 20	S NS S S					
ęr.	Agenciee Contacted 0 None contacted 1 Federal 2 State 3 Local Public 4 Federal and State 5 Federal and Local Public 6 State and Local Public 8 Private 9 Combination X Other Y Data not available	51 11 77 3 1 - 3 49 59 2	35 1 66 19 1 1 6 6 6 44 1	ns s ns ns ns ns ns ns ns					
65	Reason For Agency Contact 0 - None contacted 1 - To obtain funde 2 - Obtain physical aide 3 - Obtain medical care or physical therapy 1 - Obtain employment 5 - To arrange for epecial training 6 - Combination of reasons X - Other reasons Y - Data not available	51 5 5 6 76 6 45 27 36	35 1 4 14 34 7 25 25 24 36	NS NS S S S NS NS NS					
68	Have Plans For Further Education or Training 0 = No 1 = Yee Y = Data not available	182 69 6	112 62 6	S NS NS					
69	Plans to Marry 0 - Already married 1 - Yes, but plane are indefinite 3 - No, do not plan to marry Y - Data not available	129 46 73	97 19 59	ns ns ns ns					
70	Plans to Change to New Housing O - Yes, but plans are indefinite 1 - Yee, plans are definite 2 - No, do not plan to change housing Y - Data not available	40 2 210 5	17 1 159 3	ns ns ns ns					



Data From Three Population Groupe

Characteristics Of Non-Handicapped Male Residents In Three Neighborhoods In Which Certain Handicapped Intervieweee Reside

	ITEMS OF SCHEDULE	NEIG	HBORHOOD STUD	DIES		ITEMS OF SCHEDULE	neighe	ORHOOD STUD	TES .
		HEMP	STEAD	BROOKLYN			HEMPST	EAD	BROOKLYN
	Item Content	Nassau	Cruikshank	Brown		Item Content	Neseau	Cruikshank	Brown
	and	Parkway	Avenue	Street		and	Parkway	Avenue	Street
	Coded Response	Area	Area	Area		Coded Responee	Area	Area	Area
	Totals By Population Groups	N = 52	N = 47	N = 43		Totals By Population Groups	N = 52	N = 47	N = 43
Item 1-4	# Identification Date				Item #	Agee of Own Children at Home; Specify			
5	Age					Ages of Children 0 = No children at home	8	11	ь
1	Age 1 = 21 to 25 years	3 18	-	-		1 = Under 18 years of age	23	15	15
	2 = 26 to 35 years 3 = 36 to 45 years	15	6 15	9 16		2 = Over 18 years of age X = Other agee	6 14	10 11	3 21
	L = 46 to 55 years	15 6 2	11 6	13 2		Y = Data not aveilable	1	-	-
	5 = 56 to 65 yeare 6 = Over 65 years	6	6	2	21	Number of Persons in Household Other	-		
	Y = Date not evailable	2	3	1		Than Interviewee	1	_	_
6	Sex and Marital Status				[]	2 = 2 Persons	6	n	4
1	l = Male-married l = Male-widowed	50 1	47	43	11	3 = 3 Persone L = L Persons	10 18	12	6 18
	5 = Male-statue not recorded or not		_	- 1	ļļ	5 = 5 Persone	10	9 8	5
-	clear	1	-	-	1	6 = 6 Persone 7 = 7 Persons	3 3	5 1	7 2
7	Home Ownership or Tenancy					8 = 8 Persons or more	í	i	-
	0 = Own House (self) 1 = House owned by parents	46 1	Ц2	36 4		Y - Data not evailable	-	-	1
1	2 = House owned by other relative	-	2	-	49	Does Family Heve Meals Together?			
	3 = Rent house 6 = Apartment	2	1 2	1		0 = Livee alone 1 = Unqualified Yes	1 36	L3	33
	X = Other arrangementa	3	-	ī		2 = Unqualified No	4	-	2
9	Transportation to Work	l			H	3 = Mixed, (i.e., sometimes, on weekends)	11	4	8
	l = Railroad	2 Li	Ц 2	1 2			! i		
1	2 = Car pool or paid ride 3 = Drives own car	31	29	18	50	Holidays Spent Together By Family 1 = Yes (includes all or part)	49	46	75
1	h = Bus	1	1 2	2	1	2 = No (includes those with no family)	3	1	1
	6 = Walk 7 = Brought by member of family 8 = Several or combination	ī	-	-	52	Members of Household Gainfully Employed			
	8 = Several or combination 9 = Subway	6	:	10 8	11	0 = Lives alone 1 = None employed	1 36	30	24
	X = Other	6	9	ž		2 = Spouse	7	9	-
	Y = Deta not available	1	-	-	H	3 = Father L = Mother	1	3	6
10	Number of Changes in Residence in Past					5 = Children	2	2	6
	3 Years 0 = No change in past 3 years	34	34	38		6 = Combination X = Other reletives	2 2	3 -	1
	1 = 1 Change	15	12	1 4		Y = Data not available	-	-	5
	2 = 2 Changes 5 = 5 Changes	1		1 -	53	Family Buying (Time Payments)			
11						0 - Nothing being purchased et present	21 11	14 21	17 13
1	Kind of Changes in Address O = No change in past 3 years	34	3և	38		1 = Buying house 2 = Buying car	3	2	-
	1 = Within eame boro, boro to boro 2 = Within same suburban village	6	3h 1 5 2	5	Ш	3 = Buying household appliances X = Other purcheses	17	8	1 8
1	4 = From city to suburb	9	2	-		Y = Data not available		2	ĭ
	6 = From outside N.Y.C. to Long Ieland 7 = Suburban to suburban	1	1 3	:	5L	Number of Real Friends (i.e., people you			
	X = Other	1	1	-	/-	care about; could call on if in trouble)	1 1	,	3
12	Reason For Last Change in Address				 	0 = None 1 = Very few (1-3)	1 8	1 5	8
	O = No change within last 3 years 1 = Purchased house	3lı 13	3կ 7	38 4	1	2 = A few (4-8)	16 27	15 25	15 17
	2 = Married and moved to new residence	13	-	-	1	3 = Many (more than 8) Y = Data not available	-	1	-
	4 = To movs near work 5 = To be near kin	- 1	2	-	55	Real Friende			
	7 = Combinations	1	-	-	22	0 = No real friends	1	į	3
	X = Other reasons	2	4	1		1 = Neighbors 2 = Fellow workers	8 6	5 6	12 3
13	Interviewee's Birthplace		,			3 = Schoolmates	3	6	i
	0 = Suffolk 1 = Nassau	8	1 4	_	III	4 = Family and relativee 5 = Combination	24 24	24	19
	2 = New York City 3 = U.S outside N.Y.C. or Long Island	29	1h 16	34 4 4		X = Others Y = Data not available	6	1	5
	u = Other country	11	12				1	1	
	5 = Unclassifiable	-	-	1	56	Leisure-Time Activities 0 = Alone	6	9	5
14	Parents' Birthplace			,		1 = In company	16 28	8	10
	D = L.I. or N.Y.C both parenta 1 = U.S. other than N.Y.C. or L.I. both	19	Ţ.	7		2 = Both (at times) Y = Deta not available	28	30	26 2
	parents	9 10	13 23	8 16			1		
	2 = Other country - both parents 3 = 1 Parent, L.I. or N.Y.C 1 parent	11	1	1	57	Club Membership: Civic Organization O = Yes	2	15	19
	other part of U.S.	ь	2	-		l = No Y = Data not available	49 1	30	17
	other country	5	3	5			!	1	
	5 = 1 Parent U.S., not L.I. or N.Y.C., 1 Parent other country	3	2	2	58	Club Membership: Fraternal Organization O = Yes	12	12	9
	5 - Unclassifiable	2	-	5		1 = No	38	33	27
1	Y - Data not aveilable	-	-	,	11	Y = Deta not available	2	1	1 '
		1							
		1							
		1	1				l		



Deta From Three Population Groupe

Characteristice of Non-Hamicapped Male Recidente In Three Neighborhoods In Which Certain Hendicapped Intervieweee Reside

						TROUGH AD COUNTY OF		IMADINADA CATA	TEC
	ITEMS OF SCHEDULE	ļ	HBORHOOD STU	DIES BROOKLYN		ITEMS OF SCHEDULE	 	HBORHOOD STUI	BROOKLYN
	Item Content	Naseau	Cruikshank	Brown		Item Content	Nassau	Cruikehenk	Brown
	and Coded Response	Parkwey Area	Avenue Area	Street Area		and Coded Reeponse	Parkway Area	Avenue Area	Street Aree
	Totals By Population Groups	N = 52	N = 47	N = 43	Tot	als By Population Groupe	N = 52	N = 47	N = 43
Item #	Club Membership: Veterans' Organization 0 • Yes 1 • No V = Deta not eveilable	13 37 2	7 38 2	8 26 9					
60	Club Membership: Professional or Trade Association 0 - Yes 1 - No V - Data not evailable	21 30 1	16 29 2	21 17 5					
61	Club Memberehip: Other Including Social O - Yes 1 - No Y - Data not eveilable	14 37 1	23 22 2	22 14 7					
63	Difficulty in Attending Club Meetings 0 = Other 1 = Yea 2 = No Y = Deta not evailable	11 15 22 4	7 7 33 -	5 7 29 2					



Characteristics of Population:

Deta From 50 Handicepped Interviewees

EPLOYE	D																			
Cods	Age	Birth- place	Sex	Marital Status S-single M-mar	Educa- tion: Highest Gr.Com-	Owner-	Diagnostic and Disability Grouping	Kind of Involve	ment Multi-	Incur Less	5 to	по	Kind of (Occupation	Indi tion of Frie		Expresses Interest in Hobbiss or Recreation	Exp Fut		ses Plans for the
				W-wid:	pleted			1	bre	than	less	or	Trained	Present	Frie					
		1		Sep.						5 yrs	lOyrs	yra	for	Job	Yes			Yes	No	Kinds of Plans
																			Ī	
2-4008	50	N.Y.C.	F	м	Elem.	Оwn	Post polio- myelitis	Pareplegie (lower limbs)	None	-	-	x	None	Bench Work	x	-	Household activities; socializing with young people	x	-	Part time work; retire- ment
6-016	27	Del.	М	s	10th	Parents'	Paralysis, other than post polio	Pareplegie (lower limbs)	None	-	x	-	None	Bench Work	х	-	Music, photography, enter- tainment	х	-	Marriage, further educe tion, job up-grading
2-4009	36	L. I.	М	s	Attended 8 yrs.	Parents'	Congenital de-	Deformed arms	Deafness, visual	-	-	x	None	Shipping or receiving	х	-	Boating, paintings, movies, TV, parakeets	x	-	Marriage, better job
8-031	34	N.Y.C.	М	Sep.	College .	Mother's	Tuberculosis, in- active	Tuberculosis, pulmonary	None	x	-	-	Account- ing	Sales Serv- ice & Spe- cial Prod- ucts	х	-	Lewn croquet, badminton,	x	-	Stay on job with anticipetion of promo- tion
6=008	27	Suffolk County	М	м	High Sch	Rents ept.	Post polic- myelitis	Weak legs, etrophy of left shoulder	None	-	x	-	Electri- cal Work	Electrical wireman	x	-	Visiting, playing cards, reading, watching TV	×	-	Earn more, purchase home, educate child
0-020	38	U. S.	F	s	1/2 yr. High Sch	Parents	Post polic-	Paralysis (lower limbs)	None	-	-	x	None	Soldering	x	-	Movies, reads, teaches her parakeet to talk	x	-	Would like to be inde- pendent
2-007	25	B' klyn.	M	s	3½ yrs. High Sch	Parents'	Nervous and mental condition	Nervous and mental	Diabetic cartilege	-	-	x	I.B.M. opera-	Expediter	x	-	Radio, TV, movies, basketball, bowling,	x	-	Schooling in art work, marriage
2-4045	57	B'klyn	М	м	2 yrs. High Sch	Own	Hearing loss	50% loss, left ear	knee None	-	-	x	redio re-	Lead man	x	-	music, reading Woodworking, photography	×	-	Continue job, work et woodworking
5 - 004	37	Jamaics	м	Div.	2 yrs. High Sch	Trailer	Porphyrurie	Pareplegie (lower limb)	None	×	-	-	welding Silver- smith	Harness work	х	-	Works with brother	x	-	Marriage, own trailer camp in Floride with
7x - 023	32	N.Y.C.	F	м	High Sch	Rents ept.	Huntington's Choree	Legs affected	None	-	-	×	None	Assembly	х	-	Reads, visits with friends, cards, does jig saw puzzles, goes to beach	x	-	Would like to do typing have own home or apt.
9046	34	Suffolk County	М	М	8th	Own	Back condition	Bone out of plece	None	-	×	-	None	Semi-skil†d electronic work	-	x	Boeting, clamming, outings with family	x	-	Fix up house, open electrical repair business
0-018	52	Turkey	М	м	8th	Rents ept.	Tuberculosis	Tuberculosis, pulmonary	Malaria, deafness	-	-	x	Nons	Assembly	-	x	Repairs car, picnics, makes leather goods and metal work	x	-	Go into own business
9 F	24	Suffolk County	М	М	High Sch	D.N.A.	Visual impair- ment	Loss of left eye	None	-	-	x	Mechan- ical Drewing	Draftsman	х	-	Hunts and fishes, reads	x	-	Work for G.E., own home
7-035	38	N.Y.C.	М	м	l yr. High Sch	Rents ept.	Paralysis	Right hemi- plegis	Cardisc speech	-	x	-	None	Assembly	x	-	Interested in horse ranes, wetches beseball on TV	x	-	Open a saloon, get children to high school
2=092		Latvia	F	S	High Sch	Rents	Tuberculosis,in- ective	Tuberculosis, insctive	None	x	-	-	Advertis- ing, art & design	Designing	×	-	Club membership	x	-	Further education, marriage
2-097		Penne.	М	S	llth	Rents	Tuberculosis of the bone	Amputetion, (laft leg below knee)	None	-	-	х	Nons	Porter	x	-	Visiting	x	-	Continus to support self and live as now
1-342		Queens County	М	s	High Sch	Parents	Congenital de- formity	Lower limb	None	-	-	x	electron-	Leb. tech., electronics		-	Ham radio operator, fishing	x	-	College (to be electron- ics engineer), trevel, marriage
1-254	54	Kansas	М	М	2 yrs. High Soh	Own	Cardian condition	Angine	None	-	-	x	Physical culturis	Supervisor of files	x	-	Visiting friends	×	-	To work and advance in position
1-267	32	B'klyn.	F	S	High Sch	Parents*	Encephalitis (post)	Muscular inco- ordination	None	-	-	x		Clerical	×	-	Volunteer work for blind, social activities college course	x	-	Better job, marriage, college courses of interest
2-014	36	B'kLyn.	М	М	Attended Sch for deaf	Rents apt.	Hearing Impair- ment	Deaf	None	-	-	x	None	Porter	x	-	Friends	x	-	Wants to go to trade school for type setting
1-283		N.Y.C.	F	S	High Sch	Омп	Post polio- myelitis	Paralysis, legs	None	-	-	x	Secre- tarial	Secretary	x	-	Visits family, friends, lessons in piano popular theory	x	-	Continue job, teaching music
1-328		N.Y.C.	M	s	la yrs. College	Rents ept.	Post polio- myelitis	Paralysis (left arm)	None	-	-	x	Book- keeping	Clerk	×	-	Visiting, writing, bowling, Jezz Club, sports on TV	×	-	Continue job, write in spare time, more course
1-237	63	B' klyn.	M	М	2 yrs. Figh Sch	Son's home	Visual impair-	Right eye im-	None	-	-	x	Book- keeping	Packer	-	* χ	D.N.A.	DNA	-	D-N.A.
1-239	61	B' klyn.	М	м	Bth	Deugh- ter's home	Cancer	Generalized carcinome	Bursitis ulcers	-	x	-	Paper cu ter and peper	Messenger	x	-	Friands, TV, reads sbout baseball	×	-	Keep on working
2-03h	36	Biklyn.	М	м	2½ yrs. College	Own.	Visual Impair- ment	Legal blindness	None	x	-	-	pressar Business adminis- tration	Construc- tion laborer	x	-	Going to pleces with family	×	-	Better job status; give family best he can
1-323	55	Georgia	d	м	8th	Own	Arthritis	Right arm, left hand	None	-	-	x	Lumber wood- worker	Patrolman for detec- tive agency	x	-	Visits family, voluntary service to Ground Observer Corps	x	-	Stay on job as long as it eppeals to him, trevel

^{*} Asterisk indicates deta from 1956 interviews, all others 1957



GENERAL TABLE A: FINDINGS OF THE STUDY 1957-1958 (continued)

Characteristics of Population:

Data From 50 Handicapped Interviewees

UNEMPLOYED

ode	rge	Birth- place	Sex	Marital Status S-singls	Educe- tion: Highsst	Owner- ship or	Diagnostic and Disability Grouping	Kind of Involves Primary	Multi-	Disab: Incur:	red		Kind of O	ccupation	Indi tior of	1	Expressee Interest in Hobbiee or Recreation	Expr		s Plans for the
				M-mar'	Gr.Com- pleted	Tenancy	, , , , ,		pls	Less	5 to less	10 or)		Frie	nde				
				Sep.	,					5	than	more	Trained	Present	Frie			 -	1	T
				DIV.						yrs	10 yrs	yrs	for	Job	Yes	No		Yes	No	Kinde of Plans
-023	68	Central Europe	F	W	No form- al Sch.	Own	Diabetes	Right leg ampu- tated below	None	DNA	-	-	None	Unemployed	-	I	Works in garden, takee care of house, eite on	ı	-	Keep going until en
C21	67	Spain	М	м	College	Own	Atrophy of left	knee Arm is smaller	None	-	-	I	Agrono-	Unemployed	*=	-	Jigeew puzzlee, gardsning painting, fiehing, ohese	x	-	To work at somethin
029	33	Suffolk County	М	s	7tb	Parents'	Cerebral Palsy	Severe involve- ment arms, legs	None	-	-	I	None	Unemployed	-	×	Radio, model railroad club	I	-	To travel
004	18	Naesau County	м	s	6th	Mother's	Cerebral Palsy	head Left side in- volved; retarda- tion	None	-	-	I	None	Unemployed	x	-	Reads, goes out with brother, plays eoftball, TV. movies	I	-	Would like to fix television
024	27	Nasseu County	F	s	6th	Mother's	Hearing impair-	6% hearing total	Speech	-	-	I	None	Unemployed	-	I	Reade comios, movies, TV, fill-in numbers painting	DNA	-	D.N.A.
-020	ь0	U.S.	F	s	High Sch	Parents'	Nervous and mental condition	Nervous break- down	None	-	I	-	Secretary	Unemployed	x	-	Cook, gardene, likee musio, moviee, driving,	×	-	Brush-up course at business echool, b
-030	46	N.Y.C.	М	М	4th	Own	Right leg 3/4" shorter than left	left, paralysis	None	-	-	I	Welding	Unemployed	I	-	visiting Play chackers, pinochle	DNA	-	independent D.N.A.
-013	17	Suffolk County	М	s	High Sch	Parents'	Post polio- myelitis	of ankle Right leg 2" ehorter than left, limp	None	-	x	-	None	Unemployed	*1	-	Repair cars, target ebooting, fiehing	I	-	Study machine desi find job, marry
-C41	59	Penna.	М	M	6th	Own	Parkineon's disease	Mobility poor,	None	DNA	-	-	Nons	Unemployed	*=	-	Plok weeds, take walke, TV	I	-	Want to live a goo
-L ₁ 02	71	South Dakota	F	W	Business Scb	Own	Paralysie	Hemiplegie,75% diaability left	Visual	-	×	-	Secretary	Unemployed	-	x	Takes care of bouse, TV, reada, vieits naphew	I	-	Nursing bome or a family to live in
-015	18	N.Y.C.	F	s	Attended High Sch special class		Mental retarda- tion	Mental retarda- tion	None	Di.A	-	-	None	Unemployed	x	-	Visite relatives, reade love and detective stories, dating	I	-	Would like to work office, file clerk
028	28	N.Y.C.	м	s	2½ yrs. High Sch		Nervous and mantal condition	Emotional dis-	None	-		-	Lathe operator	Unemployed	-	x	Watchee TV	x	-	Get a job and fini
226	37	Penna.	F	s	8th	Rents apt.	Cerebral Palsy		Speecb, visual	-	-	x	None	Unemployed	-	#1	Vieits reletivee	I	-	Mest people, have friends, get job
269	61	Penna.	м	М	College	0wn	Cardiac condition	Stumbles, right hand affected	Back	x	-	-	ical en-	Unemployed	DHA	-	Gardening, baking, visite relatives	x	-	Wante clerical job can manage physica
029	19	Queens County	F	s	Special classes, elem.	Parents'	Mental retarda- tion	Mental retarda- tion	None	AMD	-	-	gineer None	Unemployed	-	x	Movies with mother, helps with housework, ironing, knite	I	-	Stay with mother
207	ц8	N.Y.C.	м	м	complete l yr. Higb Sch	Rents house	Diabetes	Leg amputation below knee	None	-	-	I	making jewelry, grinding	Unemployed	-	÷χ	Large family circls central interest	x	-	Job with decent salary, sducate children
232	40	Nassau	М	Sep.	5th	D.N.A.	Tuberculosie	Tuberculosie,	None	-	-	z	lenses None	Unemployed	*x	-	Music, song writing	-		None
1;12	66	N.Y.C.	м	м	Elem.Sch	Rents apt.	Visual impair- ment	Vieual	Diabetes heart,	-	x	-	ical	Unemployed	-	x	Housekeeping	×	-	Move to cheaper ho find part time wor
290	45	Mase.	м	м	2 yre. college	Rente apt.	Paralysis	sie left arm and leg, visual	visual Vicual	-	-	I	training None	Unemployed	x	-	Cleaning, cooking, ehopping	I	-	Find job so wifs of etay home
-292	56	France	М	м	College	Own	Visual Impair- mant	impairmant Blind, 2% vision	Deafnees	-	-	x	Mechani- cal engi- neer	Unemployed	x	-	Makes leather goods, works around bouse, radio	I	-	Job to keep busy, provide income
300	47	Nassau County	F	W	6th	Part owner	Cardiac	Limited ectivity	None	I	-	-	None	Unemployed	I	-	Housework, TV, minor jewelry repair	x	-	Job in jswelry man facturing firm to occupy eelf and pr
-080	15	B'klyn.	М	s	9th (in high ech now)	Parents!	Visual Impair- ment	Loss of right	None	x	-	-	None (in school)	Unemployed	×	-	Sports, TV, cars	I	-	vide income Finish school, tra marriage in future work
-010	19	Nassau	м	s	Sopho- more in College now	Parents'	Cerebral Palsy	Spastic paraly- sie of lege	None	-	-	I	None (in sch.Pusi- ness Ad- minie.)	Unemployed	I	-	Partiss, activities at school, music, dates, work bench	x	-	Finish echool, str accounting, go int real estate and in eurance business
-085	18	Nassau County	М	s	llth (in high sch now)		Cerebral Palsy	Poor control right hand, atrophy of hip and leg	Speech	-	-	x	None (in echool)	Unemployed	×	-	Ceramics, woodworking in echool, cars	x	-	Finish school, get

^{*} Asterisk indicates data from 1956 interviews, all others 1957



Data From Queetionnaire Mailed to Industrial Firms Regarding the Employment of the Handicapped

	ITEMS OF SCHEDULE		Firms Employ- ing Handi- capped Pereon- nel	Firms With No Handi- capped Person- nel	Firms Not Report- ing Item		ITEMS OF SCHEDULE		Firms Employ- ing Handi- capped Person- nel	Firms With No Handi- capped Pereon- nel	Firms Not Report- ing Item
	ITEM CONTENT AND CODED RESPONSE	GRAND TOTAL					ITEM CONTENT AND CODED RESPONSE	GRAND TOTAL			
	Totale by Population Groups	N=290	N=100	N=186	N=J†		Totals by Population Groups	N=290	N=100	N=186	N=ft
Item # 1-14 5 6	CODED RESPONSE		N=100 1 6 10 32 19 6 10 12 2 2 2 17 17 12 5 11 17 12 5 11 17 12 5 11 17 12 5 11 17 12 5 11 17 12 5 11 17 12 5 11 17 12 5 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	N=186 2 6 5 33 145 24 16 2 8 34 2 2 9 314 577 146 6 13 3 1 - 1 126 60 - 186 6 - 186 6 - 186 6 - 186 6 - 186 6 - 186 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6		18 18 20 20 21	CODED RESPONSE Totals by Population Groups		N=100 11 11 5 4 6 10 3 5 15 35 4 28 18 26 8 10 2 17 62 -1 1 63 -1	N-186 51 17 8 3 - 1, 15 3 9 16 63 2 35 37 16 30 17 20 38 17 11 17 47 69 12	N=14
n	X = No data given Hearing Impairment O = Yes 2 = No handicapped employed X = No data given	36 186 4	36	- 186 -	т - т	22	Heed for Tailoring of Jobs 0 = Yes 1 = No X = No data given	141 141	53 27	88 27 -	- - 4
12	Mental 0 = Yes 2 = No handicapped employed X = No data given Nervous and Mental	կ 186 կ	_ _ fr	186	<u>.</u>	23	Y = Other replies Lose of Time from Work 0 = Yee 1 = No 1 = No data given Y = Other replies	30 129 4 2	1 12 56 - 2	18 73	<u>.</u>
17t	O = Yee 2 = No handicapped employed X = No data given Paralysis 0 = Yes 2 = No handicapped employed X = No data given	9 186 4 46 186 4	146 -	186	1 1 7 1 1 1	24	Other Drawbacks O = Yes 1 = Ne X = No data given Y = Other replies	61 48 4 2	6 28 -	55 20 - 2	- r -
15	Visual Impairment 0 = Yes 2 = No handicapped employed X = No data given	25 186 4	25	186	j† -	25	No Drawbacks 0 = Yee 1 = No X = No data given Y = Other replise Firms Have Definite Plans for	8 17 14	14 11 2	14 6 12	- - -
16	Other Types of Handicap O = Yee 2 = No handicapped employed X = No data given	21 186 4	21	186	ŗ		Continuing to Mire Handicapped or for Hiring Handicapped in the Future 0 - Yes 1 - No I = No data given	52 201 37	1,2 51 7	10 150 26	- 1 ₄



Data From Questionnaire Mailed to Industrial Firms Regarding the Employment of the Handicapped

	ITEMS OF SCHEDULE		Firms Employ- ing Handi- capped Person- nel	Firms With No Handi- capped Person- nel	Firms Not Report- ing Item		ITEMS OF SCHEDULE		Firms Employ- ing Handi- capped Person- nel	Firms With No Handi= capped Person= nel	Firms Not Report- ing Item
	ITEM CONTENT AND CODED RESPONSE	GRAND TOTAL					ITEM CONTENT AND CODED RESPONSE	GRAND TOTAL			
	Totals by Population Groups	N=290	N=100	N=186	N=H		Totals by Population Groups	N=290	N=100	N=186	N=H
1	tem # 27 Firms Participated in Program Concerned With Employment of Handicapped? 0 = Yes 1 = No X = No data given 28 Kinds of Experience With Hiring Handicapped Workers?	29 224 37	19 77 4	10 147 29	<u>.</u>	Item #					
	O - Eare not employed handicapped 1 - Among best workers 2 - Average rating 3 - Poor results I - No data given Y - Other replies	119 38 71 11 41 10	32 55 1 5 7	119 6 16 10 32 3	- - - 4						
		·									



Data From Personal Interviews with Employere Regarding the Employment of the Handicapped

Regarding the Employment of the Handicapped									
-	ITEMS OF SCHEDULE		Firms Employ- ing Handi- capped Person- nel	Firms With No Handi- capped Person- nel		ITEMS OF SCHEDULE		Firms Employ- ing Handi- capped Person- nel	Firms With No Handi- capped Person- nel
	ITEM CONTENT AND CODED RESPONSE	GRAND TOTAL				ITEM CONTENT AND CODED RESPONSE	GRAND TOTAL		
T	Totals by Population Groups	N=46	N=16	N= 30		Totals by Population Croups	N=46	N=16	N=30
5 <u>Ma</u> ;	entification Data Jor Product Aircraft Aircraft parts and Accessories Food and food products	1 7 1	1	- 6 1	Item#	Sick Leave 0 = No formal policy 2 = 5 days a year (approx.) 3 = No time allowance, but grants leave of absence for serious illness	9 7 1	<u>.</u> 4	9 3
3 4	- Home or building equipment - Non-electrical manufacturing	5 9	2 4	3 5		4 • None provided 5 • Sliding scale depending on	24	10	<u>1</u> ∫t
	 Electrical or electronic manu- facturing Printing and publishing 	4 3	1 1	3 2		temure 6 = 5 days after 1 year 7 = Other replies	1 1 3	1	1 - 3
7 8 8 9 9 Y	Shipbuilding Textiles Other type of product Combination of several above	3 1 11 3	1 4 1	1 7 2	15	Kinds of Goods Froduced 1 = Aircraft parts 2 = Food and food products 3 = Home or building equipment b = Non-electrical equipment	7 1 5	1 - 2 4	6 1 3 6
1 1	Through 10 11 - 24	13	1 2	n 1		5 • Electrical or electronic equip- ment	<u>4</u> 3	1 1	3
3	• 25 - 49 • 50 - 99 • 100 - 199	12 6 4	3 4 1	9 2 3		6 • Printing 7 • Marine products 8 • Textiles and apparel	1	i	1 -
5 7	= 200 = 499 = 1000 = 4999	3 1	3 1	-		9 = Other type of goods Y = Combinations of above	10 4	<u>1</u> 2	6 2
7 Ph	= 5000 and over ysical Size of Plant = 1000 - 1999 sq. ft. = 5000 - 9999 sq. ft. = 10,000 - 19,999 sq. ft.	1 5 12 10 8	1 3 3 3 3	- 4 9 7 5	16	Contracts or Sub-Contracts 0 = Contracts 1 = Sub-contracts 2 = Both contract and sub-contract 3 = Takes individual orders 4 = Uses mostly other forms of	5 8 13 7	3 2 3 2	2 6 10 5
5	= 20,000 - 49,999 sq. ft. = 50,000 - 99,999 sq. ft. = 100,000 - 499,999 sq. ft.	4	4 -	1		transactions 5 = Combinations	10 1	4 1	6
8	over 1,000,000 sq. ft.No data given	1 5	1	- 4		X = No data given	2	1	1
3 4 5 7 7	mber of Plant Employees Through 10 11 - 24 25 - 49 50 - 99 100 - 199 200 - 499 1000 - 499 5000 and over	6 13 12 6 4 3 1	1 2 3 4 1 3 1	5 11 9 2 3 -	17	Where are Contracts or Sub-Contracts Obtained 0 = Does not contract or sub- contract 1 = Government only 2 = Both government and commercial firms 3 = Large commercial firms only 5 = Commercial firms only but all sizes 6 = Other sources	76 17 8 17 2	2 2 2 3 1	3 2 6 1
0 1 2 4	rking Hours - 8 Hours day single shift - 8 Hours day double shift - 8 Hours day triple shift - More than 8 hours day (including overtime) - More than 8 hours day (including overtime (double shift)	30 4 1 9	1 1	22 1 - 5 1	18-19	X • No data given Major Job Operations Ol • Printing O2 • Assembly line, mostly unskilled and semi-skilled O3 • Assembly line, skilled O4 • Bench assembly	5 1 3 1 2	1 2	4 - 3 1
1 1	• Other replies	1	-	1		05 = Machine Shop 06 = Skilled workers	1 6 2	1	1 5 1
1 2 3	st Periods No formal policy 10-15 minutes A.M. and P. M. 10-15 minutes A.M. Nome permitted Coffee breaks, or rest breaks	23 1 3	1 10 - -	3 13 1 3 8	20	07 = Unskilled workers 11 = Installations 11 = Process Work YY = Combinations of above Organized by Union Labor	1 2 27	11	1 2 16
5 6 Y	Tes, but no formal policy Other replies Maximum of 10 minutes mch Period	1 1	1	1 1 -		0 = Yes 1 = No X = No data given Y = Open shop	14 28 3 1	9 7 - -	5 21 3 1
1 2 3	1/2 hour 15 minutes 1 hour	35 3 8	10 2 4	25 1 4	21	Both Union and Non-Union 0 = Entirely non-union 1 = Entirely union 2 = Both union and non-union or	28 3	8 1	20 2
1 2	nch Facilities None provided Company or concession cafeteria Hot plate only	31 2 1	6 2 1	25 - -		either, depending on specific operation X = No data given	11 14	1 6	3 5
6 7	Hot plate, refrigerator, table and chairs for dining Coffee or coke machines Rest lounges	1 3 3	- 3 3	1 -	22	Qualifications Desired in Employees O = Emphasis on physical fitness or strength only 1 = Emphasis on technical training	2	-	2
	Other No data given	3	ī	2 2		(or on experience) only 2 * Emphasis on epecific tempera- ment or personality qualifica-	Ţt.	1	3
0	cations - No formal policy	1	-	1		tions 3 = General reference to qualifica-	14	2	2
4	 l week after l year tenure 2 weeks after l year tenure Plant closes annually for l week 	4532	1 1 -	3 4 3		tions (e.g. ability to do job, " "decent human being" etc.)	10	5	5
6 7 8	Plant closes annually for 2 weeks Other vacation plans None provided 2 weeks	2 2 4 3 4	1 10 1	1 3 1 14 2 2		 L = Combination of physical fitness and technical qualifications emphasized 6 = Combination of technical and presentiation of technical and 	2	1	1
	- MOUND	4				personality qualifications emphasized 8 - Skills and productivity .X - No data given	2 1 21	1 6	1 1 15



Data From Personal Interviews with Employers
Regarding the Employment of the Handicapped

Regarding the Employment of the Handicapped								
ITEMS OF SCHEDULE		Firms Employ- ing Handi- capped Person- nel	Firms With No Handi- capped Person- nel		TTEMS OF SCHEDULE		Firms Employ- ing Handi- capped Person- nel	Firms With No Handi- capped Person- nel
ITEM CONTENT AND CODED RESPONSE	CRAND TOTAL				ITEM CONTENT AND CODED RESPONSE	GRAND TOTAL		
Totals by Population Groups	N=46	N=16	N=30	-	Totals by Population Groups	N=46	N=16	N=30
Pre-Employment Physical Given 0 = Yes 1 = No General Nature of Examination 0 = None given 1 = Applicant sent to local physician or clinic for general physical 2 = Applicant sent to plant physician or clinic for comprehensive physical 7 = Combination of specific tests only (not a general physical) Minimum Physical Requirements 0 = Mention of good visual acuity only 3 = Mentions only that applicant must have "use of hands only" 5 = Mentions 2 or more specific physical requirements 6 = Generally must be "able-bodied" (specific ability to lift, move, etc. or otherwise unspecified) 7 = Other requirements 8 = None specified X = No data given Kinds of Medical Care 0 = None provided 1 = Referral or visiting arrangement with local physician or clinic 5 = Responsibility of union 6 = Health insurance only 7 = Health insurance only 7 = Health insurance in the Medical facilities provided by company 8 = Combinations of above X = No data given Kinds of Training on the Job 0 = None provided (qualified) 1 = Informal Training carried out on-the-job by supervisors 2 = Provide courses in skills specific to plant operations 5 = Training provided but type or method is unspecified 6 = Other replies Upgrading Practices 0 = No formal policy specified 1 = Salary increases based on seniority 2 = Supervisor's choice (informally determined) 1 = Work record evaluated 5 = Automatic salary increase at first, then merit increases 6 = Output 7 = Other replies	N=46 97 37 6 2 1 1 2 8 30 1 15 9 2 14 2 13 16 3 16 3 15 1 9 4 3 13	N=16	N=30 5 25 25 4 1 1 6 1 20 1 9 7 2 9 7 2 9 11 3 10 - 7 3 1 9	Item # 1 1 1 1 1 1 1 1 1	Totals by Population Groups Totals by Population Groups Teles of Disabilities in Personnel in Firms Employing Handicapped or Ners Amputation Cardiac Epilepsy Hearing impairment Limb handicaps (paralysis, atrophy, deformity) Visual impairment Other types of handicaps No handicapped workers employed Within last year 2 through 5 years, 11 months age to through 10 years ago Over 11 years ago No specific time recalled Since beginning No data given WHE Handicapped Ever Applied? Yes (no qualification of answer) Yes - a few (e.g. personal recommendation, deaf and blind) No Wild Qualified Handicapped Workers Employed If They Were Available? Company policy to do so: already have such employed Yes (no qualification of answer) Yes, wiehes more would apply No (no qualification of answer) No (because of nature of work or special problems caused by their disability) Yes, for certain work No data given Langes in Past Few Years on Hiring Handicapped Yes (no qualification) Yes (with qualificat	****** 202834414 22 40 8 14 822 615 1384 ****	36222 828 1524112 14 - 2 8 4 111 1 - 1 1 3 13 - 4 7 3 1 -	N-30
 0 = No formal policy specified 1 = Determined solely by seniority (e.g. required by union contract) 2 = Supervisor's rating (informal) 3 = Supervisors' rating - merit rating plan (formal) 	5 3 16 2 2 9 1 3 1 4 2 2 10 7 22 1	- 1 6 1 - 3 1 1 3 2 2 10 - 1 1 - 1 1 - 1	5 2 10 1 2 6 - 3 - 1	37 Po O 1 2 2 3 3 5 6 7 8 9 X	- Data not available or not applicable int of View on Hiring Cardiacs - Have no point of view - They're all right - Work too dangerous - Can't handle job (e.g. too strenuous, etc.) - Employer discouraged by past workers (no specific reason given) - Will not hire - Probably would not hire, or serious reservation would restrict hiring to certain units - Would depend on job - Don't know - No data given Totals not given in #31 and #36 because some firms gave multiple	1 14 3 1 10	7 - 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	- 174 3 -9 411
	Totals by Population Groups Pre-Employment Physical Given 0 = Yes 1 = No General Nature of Examination 0 = None given 1 = Applicant sent to local physician or clinic for general physician or clinic for general physician or clinic for comprehensive physical 7 = Combination of specific tests only (not a general physical) Minimum Physical Requirements 0 = Mention of good visual acuity only 1 = Mentions only that applicant must have "use of hands only" 5 = Mentions 2 or more specific physical requirements 6 = Generally must be "able-bodied" (specific ability to lift, move, etc. or otherwise unspecified) 7 = Other requirements 8 = None specified X = No data given Kinds of Medical Care 0 = None provided 1 = Referral or visiting arrangement with local physician or clinic Sesponsibility of union 6 = Health insurance together with medical facilities provided by company 8 = Combinations of above I = No data given Kinds of Training on the Job 0 = None provided (qualified) 1 = Informal Training carried out on-the-job by supervisors 2 = Frovide courses in skills specific to plant operations 5 = Training provided but type or method is unspecified 6 = Other replies Upgrading Practices 0 = No formal policy specified 1 = Salary increases based on seniority 2 = Supervisor's choice (informally determined) 1 = Work record evaluated 5 = Automatic salary increase at first, then merit increases 6 = Output 7 = Other replies How Is Performance Evaluated? 0 = No formal policy specified 1 = Determined solely by seniority (e.g. required by union contract) 2 Supervisor's rating (informal) 1 = Number of errors, rejected parts, defective parts, etc. 5 = Production records, work output, units produced, quality, etc. 6 = Observation 7 = Other 8 = No data given 7 = Combination of several above Does Firm Have Handicapped Workers 0 = Yes (no qualification) 1 = Yes, 10 or more in small firm (5% or more in large firm) 1 = No data given 2 = Other in large firm) 3 = Nore in large firm 4 = Other in large firm of the post of the post of the pos	Totals by Population Groups Totals by Population Groups Pre-Employment Physical Given 0 - Yes 1 - No 1 - Applicant Sent to local physician or clinic for general physical 2 - Applicant Sent to plant physician or clinic for compre- hensive physical 3 - Combination of specific tests only (not a general physical) Minimum Physical Requirements 0 - Mentions conly that applicant must have "use of hands only" 5 - Mentions 2 or more specific physical requirements 6 - Generally must be "able-bodied" (specific ability to lift, move, etc. or other-wise unspecified) 7 - Other requirements 8 - None specified 7 - None provided 1 - Referral or visiting arrangement with local physician or clinic 5 - Responsibility of union 6 - Health insurance only 7 - Health insurance together with medical facilities provided by company 8 - Combinations of above 1 - None provided (qualified) 1 - Informal Training carried out on-the-job by supervisors 2 - Provide courses in skills specific to plant operations 5 - Training provided but type or method is unspecified 1 - Salery increases at first, then merit increases 0 - No formal policy specified 1 - Salery increases based on sentority 2 - Supervisor's choice (informally determined) 1 - Work record evaluated 5 - Automatic salary increase at first, then merit increases 0 - No formal policy specified 1 - Salery increases based on sentority 2 - Supervisor's choice (informally determined) 1 - Work record evaluated 5 - Automatic salary increase at first, then merit increases 0 - No formal policy specified 1 - Salery increases at first, then merit increases 0 - No formal policy specified 1 - Salery increase at first, then merit increases 0 - No formal policy specified 1 - Salery increase at first, then merit increases 0 - No formal policy specified 1 - Salery increases 0 - No formal policy specified 1 - Salery increase 1	TIEMS OF SCHEDULE TOTAL TOTAL TOTAL TOTAL TOTAL TOTAL Totals by Fopulation Groups Total by Fopulation Groups Totals by Fopu	TIEMS OF SCHEDULE TIEMS CONTENT AND CODED RESPONSE Totals by Population Groupe Pre-Employment Physical Diven O - Tes O - Tes O - None stwen 1 - No	TIEMS OF SCHEDULE	TING OF SCHOULE First Section First Sec	Time of Schools Time Tim	TITUS OF SOURCES THE SOURCES



Data From Personal Interviews with Employers Regarding the Employment of the Handicapped

Regarding the Employment of the Handicapped									
	ITEMS OF SCHEDULE		Firms Employ- ing Handi- capped Person- nel	Firms With No Handi- capped Person- nel		ITEMS OF SCHEDULE		Firms Employ- ing Handi- capped Person- nel	Firms With No Handi- capped Person- nel
	ITEM CONTENT AND CODED RESPONSE	CRAND TOTAL			ITEM CONTENT AND CODED RESPONSE		CRAND TOTAL		
	Totals by Population Groups	N=46	N=16	N=30		Totals by Population Groups	N=46	N=16	N=30
1tem # 38 39 40 40 41		1 20 5 1 7 4 5 1 2 1 8 6 15 4 7 1 3 1 1 2 2 9 6 6 3 4 3 1 4 1 6 1 30 22 21 1 1 2 2 2 1 1 1 2 2 2 1 1 1 2 2 2 1 1 1 1 2 2 2 1 1 1 1 2 2 2 1 1 1 1 2 2 2 1 1 1 1 1 2 2 2 1 1 1 1 1 2 2 2 1 1 1 1 1 2 2 2 1 1 1 1 1 2 2 2 1 1 1 1 1 1 2 2 2 1	N=16	N=30 1114 16 42- 1 154 13 33 152 27 542 2 5 1 1 22 6 1 1 22 6 1 1	49 50 51	Firm's Experience With Handicapped Attitudes 0 = Have not hired handicapped 2 = Attitude records have been favorable (e.g. good, excellent, etc.) 3 = Have been generally favorable with a small number of exceptions 1 = Attitude records have been unfavorable (e.g. poor, unreliable, etc.) 5 = Other comments or non-specific comments Firm's Experience With Handicapped: Accident Rate 0 = Have not hired handicapped 2 = Accident rate records have been favorable (e.g. good, excellent etc.) 5 = Other comments or non-specific comments X = No data given Plans For Hiring Handicapped 0 = Already hire handicapped continue present policy 1 = Yas (no qualification) 2 = Yas (perhaps ease present restriction) 1 = No 5 = Other plans or replies X = No data given Restriction on Future Policy of Hiring Handicapped 0 = Already hire handicapped continue present policy 1 = No specific restriction mentioned 2 = Will not hire any handicapped person (qual. given) 8 = Will not hire any handicapped person (qual. given) 8 = Will not hire other specified types 9 = Other restrictions; other replies I = No data given I = Will not hire combinations of above, including other handi- capped Firm participated in Group Study Programs of Hiring Handicapped? 0 = Yes, depending on time commit— ment of program 2 = Yes, depending on time commit— ment of program 3 = No X = No data given Other Resistances to Employment Ment Nome berticoped 1 = Precluded by second injury clause (as interpreted by employer) 5 = Other C = No data given	22 10 2 2 10	N=16	N=30 22 2 1 3 22 5 2 1 1 2 1 1 4 6 2 5 10 2 12 1 15 3
	5 = Other comments or non-specific comments	ft	1	3					
			U		11				



GENERAL DATA:

		Interviewer:
	Deck Number:	
5	Birth Date:	Age:
6	Sex:	Marital Status:
•		Date of Marriage:
7	Home Ownership or Tenancy:	(self; parents; rented)
8	Length of time on present	job: (mos., yrs.)
	Starting date at present en	mployment
	TRANSPORTATION:	
9		work: (railroad, carpool, own car, ous, family, subway:
	RESIDENCE:	
10	Number of changes in resid	ence in past 3 years:
11	Kind of changes in area of	residence:
12	Reason for last change in	address:
	BACKGROUND:	
13	Interviewee's Birthplace:	ounty, city, state, or foreign country
li.		ty, city, state, or name of foreign country
-L-i	To the second	
15.		c hoon in II C
		s been in UoS.
16	Interviewee a U.S. Citizen	yes, no, in process



17.	Name of county in which Interviewee presently resides:
	Name of State, if outside New York
	HOUSEHOLD COMPOSITION:
18.	Father:Mother:Wife
19	Children at Home: : yes no
20	Number of children at home and Ages:
•	Relatives in Household, (specify):
21	Total number in household other than Interviewee:
22.	Any member of household handicapped:
	Who: relationship to Interviewee
23.	
24	Does this handicapped person present any special problems in the home:
	HANDICAP - INTERVIEWEE
25-26	Kind (Primary)
27-28.	Kind (Multiple)
29.	Extent
	When sustained
	Circumstances
	Physical aids used:
	MEDICAL ATTENTION:
33.	Length of time in hospital: in relation to disability
34•	Present medical attention: home, clinic, doctor



	EDUCATION:
35	Extent of Education: :no formal education:
	Highest grade completed : grade : high school
	College:
	JOB SKILLS:
36.	Prior to disability: skill, position, industry
37.	Continued use of prior skills after handicap: yes, no
	Joh Skills acquired subsequently:
	list exact skills and rating,
	skilled, semi-skilled, etc.
39	Where skills acquired in relation to handicap: special school,
	special school,
	workshop, rehabilitation center, specify exact place
	MILITARY RECORD:
40,	Branch:
	Years in Service:
	Rank: enlisted, non-commissioned, commissioned
	enlisted, non-commissioned, commissioned
	EMPLOYMENT HISTORY:
41	Gainfully employed before disability: yes, no
	If yes, at what occupation:
	If no, how occupied:
42.	Number of Jobs held in past 5 years:
43.	Reason for leaving last job held within 5 years:



44	Type of present work: state exact job title
	state exact job title
	Range of activities on present job: rating of skill (skilled, semi-
	skilled, unskilled, sales, managerial, etc.)
45	Length of unemployment immediately prior to present employment or
	months years
45	How heard of present plant: Friend: Employee: Handicapped:
	non-handicapped: TV, Radio: Newspaper: Agency:
47,	How felt about applying for present job:
48.	What like about present work:
	FAMILY LIFE:
49	Does family have meals together:
50	Holidays spent together by family: 4th of July, Thanksgiving,
	401 Of Outy, Hanksgruing,
	Christmas, other - how and where
51.	Visits to relatives often, outside immediate family group:
	If yes, which ones: relationship to interviewee
	How often:
	Address and the second control of the second



	FAMILY BUDGETING:	
52.	Members gainfully employed: specify which, relationship	-
	Specify winters relationship	
	to interviewee	-
53	Family purchasing any major item on time payment plan:	
	yes, no	
	If yes, name: house, car, television, etc.	_
	house, car, television, etc.	
	SOCIAL LIFE:	
54.	Number of real friends; people you care about; could call on if	
	in trouble:	
		-
55.	How got to know them:	-
56.	How spend leisurs-time - with whom:	, mayo
	alone, in company, both at times	
57.	Member - Civic Organization: yes, no	_
58,	Member - Fraternal Organization: yes, no	
	yes, no	
59	Member - Veterans' Organization: yes, no	_
60	Member - Professional or Trade Association: yes, no	200
(2		
61.	Member - any other clubs, including social: yes, no	
62	• •	
62.	Membership in how many clubs or grpups:	ю.
63	Difficulty in attending club meetings:	_



	REHABILITATION AND EMPLOYMENT SERVICES:						
64	Agencies that have been contacted in connection with rehabilitation and with job: PUBLIC: Federal:						
				.S. other	(specify)		
			•				
	PRIVATE:						
	Other, spe	cify:		na gyvar skrive radioarigany radioarigany radioarigany			
65	Nature of contac	t:					
	FUTURE PLANS:	فلم البينت والمستواطرة الماستوان فيستورك والمشاه المتوافق ويواق الماشا		em-vallahdisi-visionina separ-vandarah, 4000an valisibih yasidisirah			
66	Expect to stay p	ermanently at	present wor	k:			
				yes,	no		
	qualified,		un	qualified	ravelini respetta "rispetgy" statustic Allikans residenci "likusus"		
67.	Plans for work e	lsewhere:			no		
	If yes, where:	job in in	dustry,	own business,	et c .		
68	Plans for further	r education or	training:				
69.	Plans to Marry:			yes,	no		
CONTRACTOR OF COURSE AND CONTRACTOR		yes,	no,	already	married		
70	Plans to move to	new housing:	yes,	no			
71	Non-job activiti	es engaged in	at place of	work:			



72	Special friends at work with whom	social visits are exchanged:
	yes,	no
	PLANS FOR THE FUTURE:	
73	Plans for the future are:	
	a, for myself:	
	b. for my family:	
74	Differences your handicap made in	your life:



Population 2

(Workers who were hired but were discharged)

Attempt to secure other employment after contact with Abilities?				
Where and through what agency?				
What were the results?				
Where working now?				
What sources of support if not employed?				
Now do you spend your time?				
f you could work at preferred job what would this be?				

Population 3 (Former Handicapped Employees Now in Positions Elsewhere, (past 2 years))

When did you leave	Why?
How did you learn about present	job?
What do you like about present j	job?
What would you like to change ab	oout it?
Do you intend to stay on your ne	w job?

	•		

Population 4 (Applicants who applied and were not hired)

<u>.</u>				
What sources of support if not employed?				
How do you spend your time?				



ABILITIES APPLICANTS

SUPPLEMENT

1956-1957

L=4•	Identification Data:	
á	Attempt to obtain other employment after contact with Abilities:	
		-
	Where and through what agency:	_
	What were the results:	
5	What sources of support if not employed:	_
7•	How do you spend your time:	
3	If you could work at preferred job what would this be:	



NEIGHBORHOOD STUDY

1956 - 1957

IDENTIFYING DATA:

1.	Deck Number					
2-4.	Code Number					
	Who was Interviewed:	Husband		Wife:	Single Per Living Alo	son ne
		Widower	or Widow	(specify)		
GEN	ERAL DATA:					
5.	Age:			Husband	Wife Widower	Widow
	<pre>0 = under 21 years 1 = 21 to 25 years 2 = 26 to 35 years 3 = 36 to 45 years 4 = 46 to 55 years 5 = 56 to 65 years 6 = over 65 years Y = data not available</pre>			0 1 2 3 4 5 6 Y		
6.	Marital Status:			Husband	Wife Widower	Widow
	<pre>0 = single 1 = married 2 = separated 3 = divorced 4 = widowed Y = data not available</pre>			0 1 2 3 4 Y		
7.	Home Ownership or Tenan	ncy				
	<pre>0 = own house (self) in</pre>	aying on ents er relati	house 0 1 ve 2 3 4 5			



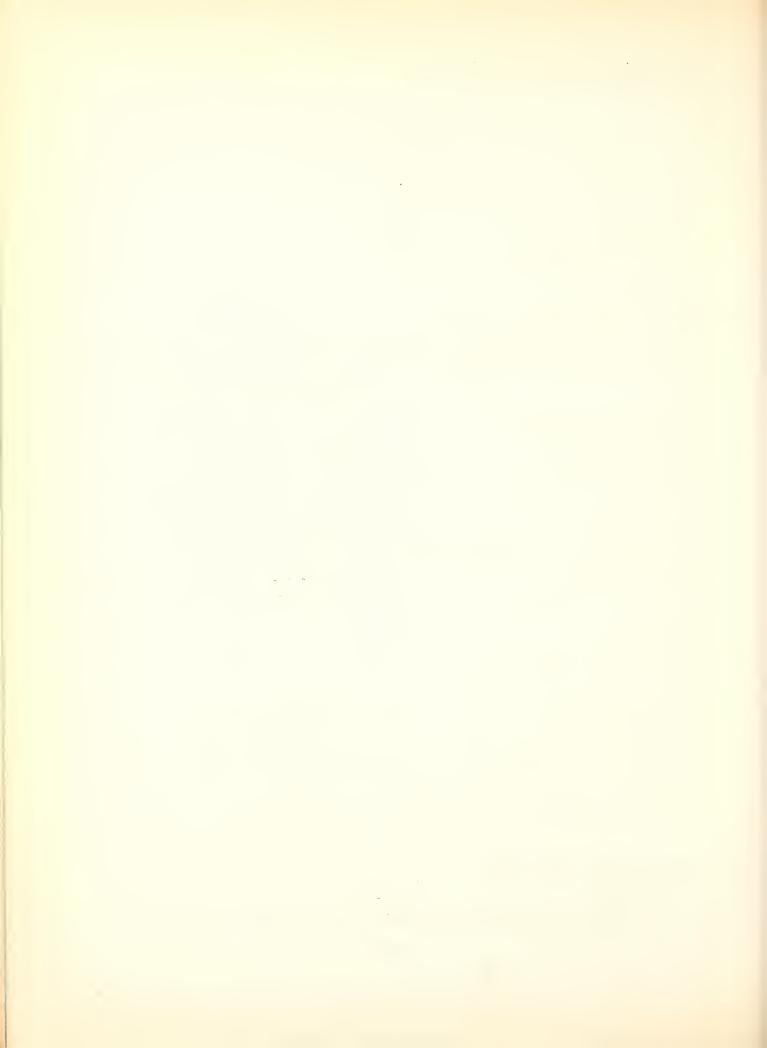
TRANSPORTATION:

9.	Transportation to Work:		Husband	Wife	Widower	Widow
	<pre>0 = railroad 1 = car pool or paid ride 2 = drives own car 3 = bus 4 = taxi 5 = walk 6 = brought by member of family 7 = several or combination (specify) 8 = subway X = other or does not apply (specify) Y = data not available</pre>	012345678XY				
	RESIDENCE:					
LO.	Number of Changes in Residence in Past 3 Years	.:				
	O = no change in past 3 years 1 = 1 change 2 = 2 changes 3 = 3 changes 4 = 4 changes 5 = 5 changes 6 = 6 changes or more Y = data not available Y					
ll.	Kind of Changes in Address:					
	<pre>0 = no change in past 3 years 1 = within same boro, or boro to boro 2 = within same suburban village 3 = from county to county within New York City 4 = from city to suburb 5 = from outside New York City to Long Island 6 = suburban to suburban X = other (specify) Y = data not available</pre> Output Outp					
L2.	Reason for Last Change in Address:					
	<pre>0 = no change within the last 3 years</pre>					



12.	Reason for Last Change in Address: (Continued)	
	<pre>4 = to move near work 5 = to be near kin 6 = to find first floor quarters or elevator building 7 = combinations (specify) X = other reasons (specify) Y = data not available</pre> <pre>4</pre>	
<u>B</u> /	ACKGROUND:	
	Birthplace: 0 = Suffolk 1 = Nassau 2 = New York City 3 = United States-outside New York City or Long Island 4 = other country (specify) 5 = unclassifiable (why) Y = data not available Birthplace of Parents:	Wido-Wi- Husband Wifewer dow O 1 2 3 4 5 Y
	O = Long Island or New York City - both parents 1 = United States other than New York City or Long Island - both parents 2 = other country - both parents (specify countries) 3 = 1 parent on Long Island or in New York City- 1 parent United States 4 = 1 parent on Long Island or New York City 1 parent other country (specify which) 5 = 1 parent United States not Long Island or New York City-1 parent other country (specify which) 6 = unclassifiable (why) Y = data not available	0
ноп	JSEHOLD COMPOSITION:	
20.	Ages of Own Children 0 = no children 1 = under 5 years 2 = from 5 to 12 years 3 = from 13 to 18 years 4 = over 18 years X = other ages - range(specify) Y = data not available	

21.	Total Number of Persons in Household:
	<pre>0 = lives alone</pre>
47.	EMPLOYMENT: Type of Present Work: Specify exact job title (husband) Specify exact job title (wife) Specify exact job title (widower) Specify exact job title (widow) Husband Wife Widower Widow
	O = presently unemployed l = unskilled labor 2 = semi-skilled labor 3 = skilled trade 4 = service and domestic 5 = sales 6 = office and clerical 7 = managerial 8 = professional or semi-professional 9 = retired X = does not apply Y = data not available
49.	FAMILY LIFE: Family Meals Together
47•	O = lives alone 1 = breakfast only 2 = dinner only 3 = breakfast, lunch and dinner 4 = breakfast and dinner 5 = sometimes; on weekends: but not regularly together at meals 6 = never together at meals X = other (specify) Y = data not available
50.	Holidays Spent with Family: 0 = no family - lives alone 1 = unqualified yes 2 = unqualified no (specify) 3 = occasionally (specify when and kind Y = data not available



51.	Visits to Relatives:				
	O= no relatives 1= unqualified yes 2= unqualified no (specify) 3= occasionally (specify who) 4= relatives visit interviewee's family Y= data not available	0 1 2 3 4 Y			
FAN	MILY BUDGETING:				
52.	Members of Household Gainfully Employed (other than male head of household)	<u>l</u> :			
	O= none employed l= spouse (female) 2= father 3= mother 4= children 5= combination (specify) X= other relatives (specify) Y= data not available	0 1 2 3 4 5 X Y			
53.	Family Buying (time payments)				
	O= nothing being purchased at present l= buying house 2= buying car 3= buying household appliances l= combinations of above X= other purchases (specify) Y= data not available	0 1 2 3 4 X Y			
SOCIAL LIFE					
54.	Number of Close Friends:				
	<pre>0 = have no close friends 1 = very few (1-3) 2 = a few (3-8) 3 = many (8 or more) Y = data not available</pre>	0 1 2 3 Y			
55.	How Got to Know Close Friends:				
	O = have no close friends 1 = associates from present job 2 = associates from previous job 3 = neighbors 4 = school 5 = family and relatives	012345			



55•	How Got to Know Close Friends (continued)						
	6 = clubs and organizations to which belongs including church 7 = job and neighbors 8 = school and neighbors 9 = combinations of above X = other ways (specify) Y = data not available						-
56.	How Spend Leisure-time:						
	<pre>0 = alone</pre>						
57.	Member - Civic Organization:			77		Wido-	
	<pre>0 = yes l = no Y = data not available</pre>		0 1 Y	Husband	Wile	wer	dow
58.	Member - Fraternal Organization:			Husband	LIS CO	Wido	
	<pre>0 = yes l = no Y = data not available</pre>		0 1 Y	nusband	MILE		<u> </u>
59.	Member - Veterans' Organization:					Wido	
	<pre>0 = yes 1 = no y = data not available</pre>		0 1 Y	Hus band	Wife	wer	dow
60.	Member - Professional or Trade Organizati	.on:				Wido	
	<pre>0 = yes l = no Y = data not available</pre>		0 1 Y	Husband	Wife	wer	dow
61.	Member - Other Clubs or Groups Including	Social	:			Wido	
	<pre>0 = yes 1 = no Y = data not available</pre>		0 1 Y	Husband	Wife	wer	dow



62.	Membership in How Many Clubs or	Groups:
	O = none listed 1 = 1 club or group 2 = 2 clubs or groups 3 = 3 clubs or groups 4 = 4 clubs or groups 5 = 5 clubs or groups 6 = 6 clubs or groups 7 = 7 clubs or groups 8 = 8 or more clubs or groups Y = data not available	0 1 2 3 4 5 6 7 8 Y
63.	Difficulty in Attending Club Mee	etings:
	O = do not belong to any clubs l = yes 2 = no Y = data not available	0 1 2 Y
71.	Kinds of Things Family Members	do Together:
	<pre>0 = shopping 1 = movies 2 = picnics 3 = beach parties 4 = drives in car 5 = television 6 = radio 7 = card playing 8 = combinations of above X = other (specify) Y = data not available</pre>	0 1 2 3 4 5 6 7 8 X Y



ADELPHI COLLEGE

"SOME SOCIAL FACTORS IN JOB PLACEMENT AND COMMUNITY LIFE OF THE HANDICAPPED". *

As seen in several settings and services in relation to Long Island Industry.

GUIDE FOR INTERVIEWING

In order that we may have uniformity on basic factors, will you please do as much as possible to obtain the following information. (Please use narrative form; in writing up the material follow the headings of the outline below).

Within the framework of this general pattern you will want to feel free to handle the interviews in your own way and it will be most helpful if you will add all other material that you obtain.

* A Research Project Conducted Under the Auspices of an Interdisciplinary Staff of the Graduate Division of Adelphi College Under a Grant from the Office of Vocational Rehabilitation, Department of Health, Education, and Welfare

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INTERVIEW GUIDE

Vocational Rehabilitation

Family Background

Cultural background; Ethnic group
Geographical location of forebears
City (name)
County (name)
Country (name) and when came to
this country
Acculturation (Accommodation to
American life and values; to
urban or suburban life)
Occupation of forebears, parents and
siblings
Financial circumstances of relatives,
general picture (grand-

Present Family Constellation

Members

Parents
Siblings (roles)
Spouse
Family circle members
Closeness (kinds of contacts;
activities together)

parents, parents)

Antagonisms
Family relationships and roles
Expectations and values

Person Himself

Early memories
Early patterns of attachment or rejection
Early childhood events
Health in general
Handicap (kind and degree, when occurred)
Parents' reactions to process of
adjustment (to handicap and other
experiences)
Physical appearance
Relationship to other children
Opportunities for play
Hospitalization
School experiences

Adjustment to school
First days of school
Relationship to teachers and
authorities in general

A Total / / // the second secon CO CONTRACTOR OF THE CONTRACTO ____ $\mathbf{b}_{\mathbf{c}} = \mathbf{c}_{\mathbf{c}} \cdot \mathbf{c} = \mathbf{c}_{\mathbf{c}} \cdot$ I was a will be in the

Adolescence - any change from early life striving for independence (or continuation of dependence)

Early goals and aspirations (frustrations, unrealistic revision for future).

Prevocational (Exploring, wishes and goals)

Vocational (Training, adjustment on job)

Work characteristics

History of Work

Training for each job; kind of

job and what he did

What were the circumstances before

the job; at exit from the job

(why left, the situation, etc.)

Type of work

"Did he feel that the work he was doing was the right type of work?"

"Did he get some enjoyment out of work?"

"Pride in his work?"

"Did he have to stay away sometimes? Reasons?"

"Who's the best boss you ever had?"

(not his name) "What did you like about him?"

"Did you have a chance to be creative?"

(Personnel meetings, etc.)

Handicap - Any difficulty in the impact
Any difficulty in mingling with
others after the handicap (self
image) How hard was it for him
to start looking for work?
Family's attitude toward the handicap
(over-protective, pushing hard, etc.).
Retraining after handicap
What happened after handicap on each
job; impact of job (when hired; at
exit)

Relations with opposite sex

Circumstances of courtship and marriage

Children - Did you plan anything different for your children from what your parents did (getting at relationship with parents)?



Home Life - Was there any difference at home while you were not working? (what transpired).

Relationships with People Within the family
Friends
How many very close friends?
Friends before, lost them after handicap?
Did friends turn away or did they lose interest?
More withdrawn with handicap?
Job - Feelings re authority
Relationships with the interviewer

Aspirations and Drives

"What would you like to do?"
"If you could trade places with anyone in the world, who would it be?"
"What did you want to do?"
"What do you want to do if you get an opportunity?"

Outlook for future

What are some plans? (Education and training)
Faith in self and future and personal philosophy.

Point of View Regarding Finances

How felt when couldn't support the family? If you could earn a lot of money what would you do with it?

Interests and Values

Kinds of things you like to do outside of work. Your hobbies.

Personal Adjustment

Are you satisfied with life?
Job
Family
Social Status

"What's your earliest recollection?"
"What's your most unpleasant recollection?"
"What's your most pleasant recollection?"



- "Now I'm going to ask you something you can answer if you want to: "Describe yourself, what you're like?"
- "If you could start all over again what would you be like?"
- "How would you raise your children differently from the way you were raised?"



SCHEDULE FOR

INTERVIEWING PERSONNEL IN INDUSTRIES, NASSAU AND SUFFOLK COUNTIES, EASTERN LONG ISLAND, NEW YORK

Name o	Firm ·
Major 1	roduct
Number	of Employees
Date of	Interview
1.	Physical size of plant Number of
	employeesWorking hours
	Rest periods, (length)
	Lunch period (time)and facilities
	Vacations (length) Sick leave (number of
	days, if any)
2.	Kinds of goods produced
3.	Contracts or subcontracts
	where obtained:
4.	Major Job Operations Involved (Assembly line, office and clerical work; professional or semi-professional work; other)
5.	Organized by union labor Yes No Both Union and
	Non-Union
6,	What are the qualifications you are looking for?



7.	Phys	ical Examination:
	Pre	e-employment Examination: Yes No
		General nature of examination
		Are there stated physical minimum requirements? If so, indicate nature
		Medical care for Personnel (kinds)
8.	(a)	Training on the job: Kinds
	(b)	Upgrading practices
9.	How 1	Performance is Evaluated
10.	Does	firm have handicapped workers?
		so, what kinds of handicap?
	Whe	en did firm first employ handicapped workers?
11.		handicapped persons ever applied? If not,
		ald you hire, if qualified handicapped workers were
		ailable?
10		ges in past few years in hiring handicapped.
TC 0	Onang	ges in past few years in hir ing handreapped.
12	Deag	
⊥)•		firm consider certain handicapping conditions as
	pro	ohibitive? If so, specify kind and degree
- 1		
14.	Poin	t of view about hiring persons with: Cardiac condition
		Diabetes
		Epilepsy
		Orthopedic condition
		Other (specify)



15.	If firm has hired handicapped workers, what are some of the firm's experiences with handicapped workers?
	Attendance record
	Punctuality
	Productivity
	Attitudes
	Accident rate
	Other Experiences
16.	If the firm has not had handicapped workers, does it have plans for hiring handicapped?
	If yes, indicate any restrictions in policy
17.	Has firm taken part in group programs studying employment of the handicapped?
18,	Does firm have plans for participating in community programs for rehabilitation of the handicapped?
Remarks	3



ADELPHI COLLEGE GARDEN CITY, NEW YORK

QUESTIONNAIRE REGARDING HANDICAPPED WORKERS

v
Name of Firm
Major Product
Number of Employees
Date
The following questions are designed to aid us in our study of socia factors in job placement and community life of the handicapped on Long Island. We shall appreciate it if you will please fill out all questions. All responses will be kept anonymous in the overall stud The duplicate copy is for your files.
I. Are there handicapped employees in your firm? Yes No If yes, please check the type of handicap: Paralysis (limitations of motion in arms and legs)
Amputation Hearing impairment (severe)
Hearing impairment (severe)
Visual Cardiac
Cardiac Mental
Mental Nervous and Mental Others (please specify)
Others (please specify)
II. Are there persons with other disabilities whom you might be willing to employ? Specify the kinds of disabilities below: 1. 2. 3. 4.
III. Please list the types of handicap which would prevent employment in your firm: 1. 2. 3. 4.
IV. It has been stated that there are certain drawbacks to hirin handicapped persons. Will you please check those with which you agree, if any:
Yes No
1. Low productivity 2. Accident and insurance risk
3. Attitudes of other workers
4. Need for tailoring of jobs for
handicapped persons
5. Loss of time from work 6. Other drawbacks (specify)
6. Other drawbacks (specify) 7. No drawbacks



٧.	Does your firm have definite plans for continuing to hire
	or for hiring handicapped workers in the future? Yes No
	Has the firm participated in programs concerned with employment of the handicapped? Yes No
VI.	What has been your experience with hiring handicapped workers? 1. Among the best workers 2. Average rating 3. Poor results 4. Have not employed handicapped workers
	Name
	Title

We shall appreciate it if you will please return the questionnaire in the enclosed envelope by October 15, 1957.







